



TO: Joint Legislative Oversight Committee on Agriculture and Natural and Economic Resources,
Chairs, House of Representatives Appropriations Committee on Agriculture and Natural and
Economic Resources,
Joint Legislative Education Oversight Committee, and
Fiscal Research Division

From: Pat E. Sturdivant, President, Directors Council, North Carolina Association of Workforce Boards,
and Director for Capital Area Workforce Development Board

Date: September 23, 2019

Subject: NCAWDB_NEXTGEN_YOUTH_REPORT_2019_09_23.pdf

Enclosed please find a copy of the NEXTGEN NCWorks Youth report for Program Year 2018 as required in Session Law 2017-57, Reference Section 15.12. This report combines all 23 NC Workforce Boards into one single report and includes the following information as requested in Section 15.12:

- Fiscal Year program activities, objectives and accomplishments;
- Fiscal Year itemized expenditures and fund source for each of the 23 local Workforce Development Boards, and combined for a state-wide report;
- List of grant recipients and the amount of funds received by the grant recipients.

Additional information includes: state service levels to Youth in North Carolina under the Workforce Innovation and Opportunity Act (WIOA); list of each local Workforce Development Board, Board Chair and Director; success stories, and names of NCAWDB officers as well as additional information. Should you have any questions, please feel free to contact me; my contact information is below.

Sincere regards,

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Enclosure



WORKFORCE INNOVATION AND OPPORTUNITY ACT

Youth Program Report PY 2018

JULY 2018 - JUNE 2019

Report produced and
provided by NCAWDB
Director's Council



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Introduction

Workforce development provides opportunities to connect, train and educate residents for careers that help businesses and our economy thrive. Youth and young adults' exposure to these opportunities are critical to the talent pipeline needed for a strong economy. North Carolina's 23 workforce development boards continue to incorporate new strategies to remove roadblocks and engage young adults ages 16 to 24 who face barriers to employment.

Implementation of the Workforce Innovation and Opportunity Act (WIOA) includes five components for WIOA programming to interconnect the 14 WIOA required youth elements and ensure participants are prepared for career success through:

- » education;
- » career pathways;
- » career experience;
- » leadership development; and,
- » wraparound services.

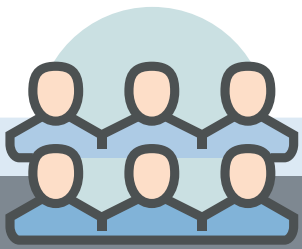
By coordinating efforts and working collaboratively with other agencies to best serve these young adults, North Carolina workforce development boards achieved the following Federal performance success for participants in PY 2018¹:

- » **70.8 percent** were employed within six months.
- » **73.2 percent** remained employed after 1 year.
- » **53.4 percent** who participated in training earned a credential.

Thousands of young adults have found the training and skills needed to enter the workforce and grow in careers they love. North Carolina workforce development boards are committed to ensuring the success of the WIOA youth and young adult program so that we continue to play a role in empowering young adults and bolstering our state's ever-growing workforce.

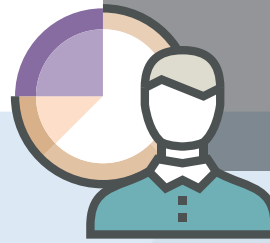
¹Source: Future Works database

North Carolina Activity Highlights - PY18



2,361

Total New Enrollments



Total Youth
Served

5,241

COST PER PARTICIPANT
\$3,912

Credentials/Degrees
Earned

612



1,448

College Tours/
Post-Secondary Exposure



1,695

Working Smart/
Soft Skills Graduates

Entered Post-Secondary
Education

304





High School Diplomas

221



High School
Equivalencies

248

Work-Based Learning
Opportunities



1,272

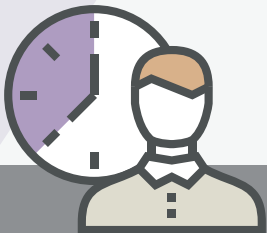


1,056



Enrolled in
Occupational Skills Training

458



Entered
Part-time Employment

Entered Full-time
Employment



512

Received Supportive
Services

4,031



Accomplishments

- Served 249 youth customers in Program Year 2018
- High School Equivalency Obtained: 13 students were able to go through the Basic Skills Lab at Southeastern Community College to obtain their High School Equivalency
- Nurse Aide State Board Exam Passed: 3
- Community College Applications in Phlebotomy: 1
- Associate's Degree Obtained: 2
- Obtained Degree/Credential: 1
- National Council Licensure Examination (NCLEX) Registered Nurse Obtained: 1 (This student was offered a job opportunity at Southeastern Regional Hospital in the Operating Room making \$23.93 an hour)
- Work Experience Successful Completions: 14
- Youth Summit Conference Attendees: 6
- Number of Workplace Tours: 1
- Number Completing Training/Workshops: 15
- One of the Brunswick Community College Foundational Studies Instructors assisted students with completing resumes and cover letters for Mock Interview Activities that were scheduled during program year 2018. Personnel hiring from three area businesses that are looking to hire completed practice interviews with each student in the class. The three students are in the WIOA Youth Program.
- Number Entering Training-Related Employment: 2
- Number Entered Full-Time Employment: 1
- Number Entered Part-Time Employment: 2
- Number of Mentoring Activities: 48
- Number of Leadership Development Activities: 2
- Number of Youth who received Supportive Services: 40

Grant Recipients

Educational Data Systems, Inc (EDSI)	\$382,940
Southeastern Community College	\$138,000
Telamon Corporation	\$96,000
Step-Up Wilmington	\$150,000

Success Stories

Kelsie

At the time of her enrollment into the WIOA Title I youth program at Southeastern Community College (SCC), Kelsie was a single mother and SNAP recipient. Kelsie wanted to attend SCC to pursue her Associate's Degree in nursing. WIOA Title I youth program assisted with tuition, books, fees and class-related expenses for 5 semesters. Despite her employment barriers and additional hardships from Hurricane Florence, Kelsie graduated with her Associate's Degree in nursing in May 2019, passed her National Council Licensure Examination (NCLEX) and has accepted a position with Southeastern Health in Lumberton as a nurse in the Operating Room. Her hourly wage will be \$23.93 with a \$1,500 sign on bonus.

Cynquetta

My name is Cynquetta and I am 22 years old. I was a teen mom who had my first daughter at the age of 14 when I was just about to graduate middle school and go to high school. During my 8th grade year I took my 8th grade core classes along with my 8th grade required classes online. This helped me so that I would not fall behind when I had my daughter. I completed 3 years of high school and managed to graduate at the age of 17. I went to Fayetteville State University in 2014 and faced many obstacles from then until 2017. In 2017, I decided to take a break from school because I was pregnant with my second daughter and I needed to find a job to take care of my children. In 2018, I re-enrolled at Ashford University where I am a current



student majoring in Early Childhood Education Administration. I started at the NCWorks Career Center in Pender County, NC in October of 2018 as an intern at Pender County Planning. In January, when it was time to end, I was granted an extension until March. In March, I joined the dislocated workers program as a Hazard Mitigation Specialist for the same work site. Since then I have been able to purchase my second car right from the lot. During this period at the Pender County Planning Department I went to two interviews within the county for permanent positions, but I was not chosen. I continued to apply for jobs through the county and on June 6th I was offered a position at Pender County Utilities. This position is permanent and comes with benefits.

Brianna

Brianna contacted the center for information on possibly receiving assistance from the WIOA Program located in the Brunswick County NCWorks Center in Shallote with going back to school to start a career in Nursing. Brianna lost her father in 2009 in her pre-teen years and had been living on and off with her grandparents, friends and cousins. Brianna has had difficulty in the past with keeping employment due to her attitude. She also tried completing college courses online in the past and has failed and dropped out. Brianna stated she has been looking for a program to assist her, encourage her and support her in completing classes to move forward toward her dream job of Nursing and she found that in the WIOA Youth Program.



Brianna states that she is very grateful to the WIOA Youth Program for all the help that she has received. The WIOA Youth Program has assisted her with training on Job Etiquette, Resume Writing and Interviewing Skills. Brianna has completed a successful Work Experience as Administration Support at the Brunswick Community College Continuing Education Department. Brianna has also obtained her Nursing Aide I Certification on April 24, 2019 and passed the State Nurse Aide I Exam. Brianna is currently working part-time in the field due to some personal issues and looking forward to obtaining a certification in the Patient Care Technician Program at Brunswick Community College.

Accomplishments

- Served 542 youth customers in Program Year 2018
 - 230 served in Johnston County
 - 312 served in Wake County
- 85% of youth served were low income youth
- 90% of new enrollments were out-of-school youth
- 47 youth obtained their High School Diploma/ GED
- 67 completed an Occupational Skills Training
- 101 Youth were Employed (Full-time/Part-time)
- 106 completed a Work Experience (WEX/ Internship)
- 18 completed on-the-job training
- Johnston County held its annual Real-World Summit in October 2018. Along with high school students, participants took part in the real-world simulation as they attended workshops pertaining to insurance, budgeting, banking and social skills. The Summit included over 150 youth in attendance, including NextGen participants.
- Special Grant: completed the second year of the YouthBuild grant where 29 total participants were served. An awards banquet was conducted in February 2019 at the City of Raleigh Museum for all participants. Awards were given to participants who displayed achievements in the following categories: Leadership, Outstanding Achievement, and Perseverance. One participant, who excelled in multiple areas was unanimously nominated, received the MVP YouthBuild trophy.
- Capital Area YouthBuild (CAYB) participated in the Advancing Women in the Trades Conference in May 2019 hosted by the National Association of Women in Construction (NAWIC). This event was held to promote skilled trades to young women. CAYB participated in a discussion panel promoting our CAYB program. Our CAYB program received an \$800 donation from the proceeds of the event

from NAWIC.

- Special Grant: Completed the third year of the TechHire grant. Tech Hire enrolled a total of 32 youth where 29 youth obtained their credentials in Information Technology during the year.
- In March 2019, NextGen implemented Virtual Reality technology in our program. The Virtual Reality (VR) technology provides experiences and opportunities that will approximate “true-to-life” events to better prepare young adults to secure employment in a competitive job market.

Grant Recipients

Educational Data Systems, Inc (EDSI)	\$1,057,181
Johnston County Industries, Inc (JCI)	\$500,000

Success Stories

Janasha

Janasha enrolled into the NextGen program in August 2018. At enrollment, she had several barriers. She is a single mother and high school dropout. She was also basic skills deficient, testing on a 6th grade level in both Reading and Math. She also had no work experience and struggled with stable housing and childcare for her daughter.



Shortly after enrollment, Janasha attended Johnston Community College's (JCC) onsite Adult Basic Education (ABE) classes and tutoring. While she was working on her goals, Janasha sacrificed time with her child by sending her away to stay with relatives while she sought stable housing. She managed to get on a local income-based housing's waiting list and secured interim stable housing to bring her child back home. NextGen staff referred Janasha to the JCC's Adolescent Parenting Program (APP) while she was working on her GED. Through APP, Janasha secured childcare for her daughter as she continued to work on her goals.

Shortly thereafter she obtained her first educational goal by completing her GED in April 2019.

Janasha's NextGen staff connected her to a work experience (WEX) with Pizazz to gain experience and exposure to the workforce and retail industry. Upon successfully completing her WEX, Janasha worked with staff to secure two part-time jobs.

Janasha has had many accomplishments thus far; however, she continues to work on her goals. She is actively working on obtaining her driver's license and securing her own housing for herself and her daughter. She will be attending JCC in the Fall of 2019 for Culinary Arts, a passion she has discovered by her current employer, Cyber Cafe. With the momentum of motivation and drive she has set for herself, there is nothing keeping her from success.

Jasper

Jasper visited our NCWorks NextGen Center with an interest in Certified Nursing Aide (CNA); however, he was not sure if it was the right career path for him. Jasper began to speak with the NextGen team and was asked the golden question, "What career are you interested in?"



Jasper expressed interest working with computers and was informed of the IT Beginnings program, an introductory IT training program developed by the Capital Area Workforce Development Board, the City of Raleigh, Wake Technical Community College (WTCC) and NCWorks NextGen.

Jasper quickly called WTCC to cancel his CNA course he had paid for. Shortly thereafter, Jasper began the IT Beginnings program in the Fall of 2017 with some basic computer skills. While he trailblazed through IT Beginnings, his case manager began to work with him on next steps to further his IT education. He wanted to start our TechHire program (Grant program with WTCC) to obtain more IT certifications.

After completion of his first course in the TechHire program, IT Fundamentals, Jasper was nominated to represent his class during

the ribbon cutting ceremony of the City of Raleigh's Pathway Center. At this event, Jasper shared the stage with the Mayor of Raleigh. Jasper spoke of his experience in the class and working with his teammates. Later Jasper was also interviewed by WRAL News to share his experience in Workforce Development.

After successfully completing a CompTIA Certification, he began to attend activities coordinated by the NextGen program. Some of the events included a Lunch and Learn with CISCO Systems, a SAS campus tour, and a NextGen Center Youth Summit hosted at Cisco System's campus in Research Triangle Park. Due to Jasper's active engagement, NextGen placed him into two paid work experience opportunities at Carolina's IT and Coastal Federal Credit Union.

Jasper is now employed full time with Coastal Federal Credit Union as a Data Service Technician. Jasper enjoys his new job at Coastal and plans to continue his education in the IT industry.



Ian Fetterolf, NextGen Education Coordinator, with YouthBuild participants who received their Working Smart Credential



Accomplishments

- Served 285 youth customers in Program Year 2018
- 189 new NextGen customers were enrolled
- 87.9% were Out-of-School customers
- 12.1% were In-School customers
- 33 NextGen customers earned a credential (5 High School Diplomas, 14 Occupational Skills Certificate, 2 Other Recognized Diploma, Degree, or Certificates, 12 Secondary High School Equivalency)
- 52 NextGen customers obtained employment
- 50 NextGen customers were placed in Work Experience opportunities
- 7 NextGen customers participated in an On-the-Job Training (OJT) opportunity
- Of the 285 NextGen customers served in PY 2018:
 - 83 were Basic Skills Deficient (29.12%)
 - 45 were Pregnant or Parenting (15.78%)
 - 34 were High School Dropouts (11.92%)
 - 47 Required Additional Assistance (16.49%)
 - 23 were Offenders (8.07%)
 - 10 were Youth with A Disability (3.50%)
 - 5 were Youth In or Aged-Out of Foster Care (1.75%)
 - 5 were Homeless (1.75%)
 - 1 was an English Learner (.35%)

Grant Recipients

Rescare Workforce Services

\$1,284,833

Success Stories

Lajohnny

Lajohnny enrolled in Centralina WDB NextGen services in 2016 at the age of 20 seeking a change in his life. Lajohnny was diagnosed with cerebral palsy at an early age. Lajohnny had no work experience due to his medical condition. The Centralina WDB NextGen Career Development Specialist, Detreian Melton, evaluated his needs, delivered career counseling, and provided guidance to assist in determining the next steps.

Lajohnny expressed a great desire to become employed. NextGen Specialist Detreian Melton placed Lajohnny in a work experience in August of 2016 at the NCWorks Career Center-Anson. Due to the lack of soft skills Lajohnny was terminated within 3 months. Detreian Melton continued to provide coaching and counseling to expand on Lajohnny's soft skills. Lajohnny and Detreian discussed the barrier and personal challenge of basic skills deficiency. Lajohnny enrolled in the academic enrichment program with South Piedmont Community College in June of 2017 and after one-week tutoring, he was able to pass the TABE test. Lajohnny was placed at Union County Community Action for a work experience as the receptionist. He worked there for several months and continued to attend the monthly leadership sessions with NextGen Specialist Detreian Melton. Lajohnny received his last WIOA service in December of 2017.



During Lajohnny's follow-up visit with Detreian Melton in September of 2018, he was referred to Vocational Rehabilitation for services. He started receiving services in October of 2018. Vocational Rehabilitation contracted services with Lifespan. Lifespan met with Lajohnny at the NCWorks Career Center

in Wadesboro and collaborated with the center to help find employment for Lajohnny. Lajohnny and his Lifespan coach attended the Anson County NextGen youth job fair in June of 2019 and Lajohnny was offered a position as a cashier at McDonald's. McDonald's was pleased with Lajohnny's soft skills during the onsite interview. He was hired and McDonald's agreed to accommodate Lajohnny's physical condition by providing him with a stool to sit on to take orders.

Lajohnny's story is a prime example of a quote by Debashish Mridha - "Persistence, perseverance, and continuous improvement are the ingredients for forming a successful person."



Maria

Maria, a 17-year old entered the NCWorks Career Center-Union in Monroe last fall seeking a change in her life. As a high school dropout with little to no work experience, it was difficult for Maria to find employment.

Tiara Butchee, Centralina WDB NextGen Specialist at the NCWorks Career Center-Union evaluated Maria's needs, delivered career counseling, and provided guidance to assist in determining next steps.

Informed and inspired, Maria enrolled at Central Piedmont Community College to finish her high school diploma and began taking further steps to improve her work readiness skills by attending center workshops, as well as delivering a presentation at the quarterly Centralina WDB NextGen Council meeting to improve her public speaking.



She also volunteered to help NCWorks Career Center team members with the Centralina Annual Day of Giving at the Christmas Bureau in Monroe. Additionally, she attended the 13th Annual NC Youth Summit in Cary this past April.

Maria and Butchee discussed the adversities and personal challenges she faced prior to enrolling in NextGen services, including issues with anxiety and academic struggles with her schoolwork.

Despite all her trials, Maria earned her Adult High School Diploma from Central Piedmont Community College, graduating as a National Honor Society member on May 16, 2019.

At her graduation, Maria's grandmother indicated her granddaughter had done a complete turnaround noting that Maria is up and prepared for her NextGen work experience every morning and is truly enjoying seeing Maria build confidence in herself and developing relationships in her role working at the Monroe Manor Assisted Living Facility.

"Maria is truly a testimony of an individual who took full advantage of her resources and services available through NCWorks Centralina. Centralina WDB NextGen Services was the perfect solution to assist in her quest to reach self-sufficiency," said Butchee.

Maria will be attending South Piedmont Community College this fall to obtain her Nurse Aide-I Certification.

Because of the exceptional feedback from her work experience, she will be considered for part-time placement at the assisted living facility upon completion of her education.



For more information on Centralina WDB NextGen services, visit www.centralinaworks.com.

Accomplishments

- Served 703 youth customers in Program Year 2018
- Continue to partner with CATS Transit (Pre-Apprenticeship/Apprenticeship)
- Began a partnership with the Mecklenburg County Sheriff's department where we provide support/assistance to youth/young adults preparing for reentry into society
- Enrolled just under 400 young adults during the program year
- 48 students from our In-School Youth program earned their high school diplomas
- 54 students from our youth program earned their High School equivalency
- Over 200 young adults earned a degree/credential during the program year
- Over 270 young adults completed Working Smart, a soft skills curriculum designed to assist in employment preparation
- Provided college tours/post-secondary exposure to over 450 young adults
- Over 200 young adults enrolled in an Occupational Skills Training during the program year
- Provided work experience opportunities to approximately 200 young adults
- Over 80 young adults entered Training-Related Employment following their completion of training

Grant Recipients

Rescare Workforce Services	\$979,252
MeckEd	\$492,905
Central Piedmont Community College	\$794,000

Success Stories

Darrius

Darrius entered the NextGen program eager to get his secondary education completed and begin to start a new life in Charlotte with a career. Darrius was motivated when he joined our program in February and attended our job readiness workshop and began to explore what he wanted to do once he earned his High School Equivalency Diploma. He was very passionate about helping people and expressed an interest in becoming a Physical Therapy Assistant. In just one month in our program he passed all his HiSET exams and obtained his diploma on March 20, 2019. He has also mentored other students and helped them prepare for their HiSET as well once he completed his exams.



Darrius participated in a variety of peer-centered activities to prepare him for post-secondary education like college tours, and he was very enthusiastic about talking about it in our annual event during CIAA week in February 2019. That allowed him to explore and talk with every Historically Black Colleges and Universities (HBCU) from the CIAA higher education family. He had a chance to attend some work-based learning tours with some companies during the NC Youth Summit held in Cary NC. The tours provided him with a chance to see what the typical day was like for several of the careers he had learned about from his Career Advisor.

Darrius got derailed while going to school back in the state of Washington and was playing another role in his household by helping his mother care for his 4 younger school age siblings and he was not able to finish High School. It was his strong sense of family that made him forgo attending school and making a sacrifice to help his mother at home. His strong desire to not let that prevent him from completing high school kept him focused

and more determined to complete this goal as soon as he moved to Charlotte. Darrius wants to pursue higher education as well and was assisted with starting that process by getting him to complete his FAFSA application and he is ready to enroll into Central Piedmont Community College (CPCC) for the new semester.

Darrius was recently hired at a local hospital working full time, and he will be starting classes at CPCC in the Fall studying to become a Physical Therapy Assistant.

Gene

Gene is the first NextGen student to graduate with a CPCC Associate's Degree, Applied Science (Welding Technology). His CPCC journey began when Hicks earned his Adult High School credential at the college. From here, he enrolled in college classes for Welding, while participating in a paid work experience internship. The opportunities through the NextGen program are memories that Gene now cherishes.

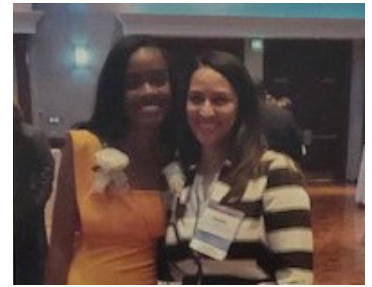


“My NextGen advisor did a lot for me. For example, when I graduated from Adult High School, she informed me about an opportunity to go to college at CPCC. As long as I was a NextGen program participant, everything for school would be covered. A highlight for me happened when my career advisor contacted me to let me know that I could pick up my schedule and textbooks. I had gotten behind on things to start school and thought that it was off the table. But she called and told me when my classes started. I was overjoyed that she would look out for me the way that she did, things like that make a student feel important. The Welding internship began shortly after I began classes and allowed me to take time from my other job to focus on school. The paid internship took away the stress about bills and making a schedule that I could work and not go insane. I learned how to use machines and operate equipment I'd never seen before. I've learned things from CPCC staff that I will never forget and couldn't have learned any other way.”

Khamiah

Khamiah is, in a word, unique. She is a bright student, full of promise, purpose and poise but carries herself with an altruistic appeal that is truly admirable. She understands people. She is a young millennial who remains mindful of what concerns people

today. She is a well rounded, grounded, and mature young lady. Khamiah had an amazing year in the NextGen program as she maintained above a 4.0 GPA while holding positions in multiple organizations.



Khamiah was a College Ambassador, a tutor at the University Regional Library, a MeckEd volunteer with Carolina Healthcare Systems University Hospital and secretary for both the Key Club and the Vance student council. While Khamiah was involved in so many extra-curricular activities, she was also intentional about meeting and exceeding the expectations placed in front of her.

During the PY18 program year, Khamiah participated in several WIOA related activities, to include leadership development as well as multiple work experience opportunities. Khamiah was a great student and took part in numerous activities, volunteering her time with Promising Pages and the Public Library while participating in the NextGen program. Khamiah continues to strive for greatness both in and outside of the classroom as she has a desire to improve her standing in life through hard work, determination, acceptance of personal responsibility and grit. She operates with a “there is always room to improve” mindset. This was proven by her attending tutoring for classes, not due to failing grades, but to ensure that she stayed on top of her studies.

Khamiah's Career Advisor learned of her interest in becoming a pediatric surgeon and forged a relationship with a current partner, Carolinas Healthcare Systems, to coordinate an internship opportunity for Khamiah. During this work experience, Khamiah learned valuable knowledge of the working environment within the medical field. Through her time interning at the hospital, Khamiah found herself drawn more to the maternity department where she spent many of her internship hours. During Khamiah's evaluation at the conclusion of her work experience, she received “mastered satisfaction” in all areas.

Upon receiving the 2018 Governor's award for outstanding teen in the state of North Carolina, Khamiah was beyond surprised and she thanked her core support team for the guidance and direction in which they'd provided her, which ultimately led her to being selected. Khamiah recently graduated from Vance High School in June of 2019 and recently began her freshman year at UNC Chapel Hill on a full academic scholarship.

Accomplishments

- Served 164 youth customers in Program Year 2018
- 93 new participants enrolled
- Served 151 out of school youth
- 87% of Youth served were low income/public assistance recipients
- 30% of Youth served were placed in work based learning
- 2nd place overall winner during the “One Voice” Youth Summit

Grant Recipients

EDSI In-School, Out-of-School and C2C	\$1,503,926
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Success Stories

Dempris

If tenacity were a super power then Dempris would be the strongest young adult at the Cumberland County NCWorks Career Center. Taking the reins of a second chance at life after facing a serious criminal charge at age 19, Dempris completed his undergraduate degree at Fayetteville State University within three years.

Entering the NCWorks Career Center with a determined mindset, Dempris came in ready to achieve success—which he has done. He completed a work-based learning opportunity and was hired full-time as a Content Strategist and Marketing Director for the Wrijen Company. This Fayetteville-based full-service marketing firm has a strong focus on diversity and inclusion for local, regional, and national clients.

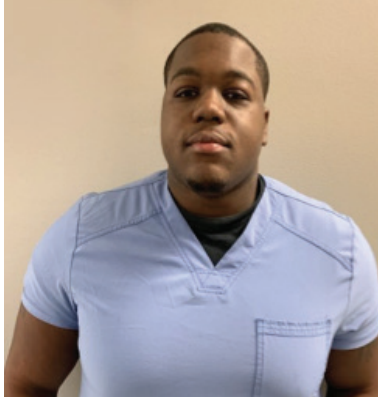
When not participating in Young Adult events, Dempris is a member and panelist of the National Alliance of Mental Illness. He is passionate about mental health in minority communities and ending the stigma related with seeking help. Dempris's need for advocacy and servitude led to him creating his own solution-based consulting and keynote speaking firm, The Mail Initiative, LLC or TMI for short. Dempris believes, “I failed myself several times and lost faith along the way, but I knew that only I have the power to write my story, a story of triumph. I hope that my life's work is seen to inspire those who feel hopeless because it is a rather lonely space to live in.”



Kojahni

Kojahni has been an active participant in the Young Adult Program since June 2015.

When he first started the program, he was a freshman in the nursing program at Fayetteville State University and his goal was to graduate early and become a registered nurse. Kojahni excelled at his academics and maintained a GPA over 3.5 his entire undergrad career. He utilized tutoring services on campus and services offered through the career center to help maintain his grades. When he decided that he did not want to be a registered nurse, he worked with his career adviser to complete career exploration and learn what career was best for him. After completing several assessments and speaking with his career adviser, he decided he was interested in pursuing healthcare management. He participated in several healthcare-related summer internships and gained work readiness skills as well as valuable connections in the healthcare field. In May of 2019, Kojahni graduated from Fayetteville State University with a degree in healthcare management. His next goal is to attend graduate school and become a physical therapist. He is currently participating in a work experience at a physical therapy office and studying for his GRE.



how to use the equipment quickly, and interacts with colleagues with the utmost professionalism. She has been a top contributor, diligent worker, and represents the only student from Fayetteville to be offered this research opportunity.”



Mahalia

Mahalia graduated from college and was unable to find employment in her field. Due to this, she became homeless and struggled with searching for employment. She came into the center looking for help to obtain employment and enrolled into the Young Adult Program. She wanted a work experience to help her gain an advantage for the Campbell University School of Osteopathic Medicine. She excelled at her work experience and will be hired full-time upon completion. Once her assigned research project is complete, Mahalia will be a published scientific author!

Mahalia's employer shared the following statement, “Initially when the opportunity came, we were very strict on the qualifications for that position, but wanted to provide a learning experience for Mahalia. This project is very strenuous for inexperienced workers, but she is performing very well and exceeding our expectations. She meets every deadline, learns



Accomplishments

- Served 94 youth customers in Program Year 2018
- Over 20 youth completed their HiSET or Adult High School diploma
- Youth were provided 8 opportunities to visit institutions of higher learning. These visits included tours of campuses, dorm rooms, and classrooms. They were also given the opportunity to speak with current students and ask questions about college/university life and the programs in which the students are enrolled.
- Youth were provided 8 opportunities to visit employers and perform job shadowing in Davidson County. These visits included manufacturers, logistics, and healthcare companies.
- 10 students attended the NC Youth Summit in Cary.
- The year-round work experience program continues to shine for Youth in Davidson County with over 20 participants enrolled in a paid work experience opportunity. Of that group, 8 have gone to work at the business they worked with through the program.

Grant Recipients

Davidson County Community College

\$115,000

Success Stories

Chase

Chase enrolled into the Get REAL Program on October 4, 2017. Chase was homeschooled before he started attending Get REAL. When he started, he would need twenty-three credits to receive his high school diploma.

Chase's scores on the TABE assessment allowed him to start working on his high school credits without doing any refresher classes. Chase adjusted well in the program and with his personality he was received very well by his classmates. Chase is a natural leader at Get REAL and the kids' respond very well with him. He has gained their respect with his work ethic in the classroom.



Chase has been a part of our Student Government Association since his enrollment. This allowed him to make decisions on trips, activities and inviting guests to come and speak to our students at Get REAL. He has been a valuable asset to the group of students with his ideas and input. Chase also participated in the work experience program by working at J Smith YMCA in Lexington.

Chase has been part of the group of students that have attended the NC Youth Summit in Cary, NC for the past two years. This Youth Summit helps students to become better leaders in their respective areas. The experience that he gained from being a part of this, he shares with his classmates at Get REAL.

Chase also had an opportunity to participate in a continuing education class this past spring while attending Get REAL. He enrolled in a Maintenance Engineering Technician Academy course. Chase was able to learn how to understand the

components of a mechatronic system, and their overall operation of a mechatronic control system. During this time Chase put in over 200 hours of class time. This summer he will complete another continuing education class in Welding. This course provides instruction on the principles and practices of welding.

Chase is a dedicated student who has accomplished a lot since enrolling into the program. While attending Get REAL, Chase is being sponsored by Davidson Works.

Savannah

Savannah Smith enrolled into the Get REAL Program in 2016. While attending Central Davidson High School, Savannah completed nine credits. Those credits transferred to Get REAL and to complete the adult high school program she would need thirteen more. Savannah completed three credits within three months.



Due to a family situation, Savannah had to transfer back to public school to finish up her high school diploma. Savannah went from being an out-of-school youth back to in-school youth with the same services of being an WIOA participant.

During that time, Central Davidson High School accepted her credits that she completed at Get Real which helped her get closer to graduation. Savannah also worked at Von's Kids daycare in Lexington while she attended high school. During the time she attended Central Davidson High School, Savannah participated in the College and Career Program at Davidson County Community College.

In participating in this program, Savannah was able to complete classes at Davidson County Community College in curriculum classes toward her Medical Assisting degree. She was able to do this for free because her GPA was above a 3.0. She also was able to obtain her CNA certification on August 5, 2018.

Savannah completed her high school diploma in 2018 at Central Davidson High School and enrolled at Davidson County Community College full-time in the summer of 2018. Savannah has been a dedicated student since enrolling in the program. This summer she completed her clinical work at Novant Family Medicine in Clemmons, NC. Savannah is on track to complete her Medical Assisting degree in December of 2019. She is also a Finish Line Grant recipient.

Accomplishments

- Served 153 youth customers in Program Year 2018
- 78 Total new young adults enrolled
- 80 measurable skills gains
- 35 work experiences (WEX)
- 10 occupational skills certificates
- 21 Obtained a HSD/GED or credential
- 36 Total young adults completed soft skills training
- 15 Total young adults enrolled into post-secondary education
- 138 Durham businesses served
- 70 Youth obtained employment

Grant Recipients

Eckerd Connects

\$560,000

Success Stories

Cristian

Cristian joined NCWorks NextGen in July 2018 after graduating high school. From the beginning, he had three goals: complete the JATC Electrical Pre-Apprenticeship, get employed in his career pathway as an electrician and enroll in the Electrical Apprenticeship program with Durham Technical



Community College. Cristian showed determination and drive, waking up at 6 AM every morning to make it on time to his Pre-Apprenticeship classes. He graduated from the JATC Electrical Pre-Apprenticeship September 7, 2018 with First Aid, Basic Life Support, OSHA 10 and JATC Pre-Apprenticeship certifications. Shortly after September 12, 2018, Cristian was hired full-time with Baker Power as a Pre-Apprentice/Electrician Helper. He is currently enrolled in post-secondary education and is on his way to achieving an Electrical Systems Technology Associate's Degree. Upon graduation, Cristian plans to pursue a Bachelor's Degree in project management from the University of North Carolina at Chapel Hill.

"NextGen really helped me to get to where I am; they really look out for the community."

"I thank the JATC for introducing me to Ms. Kima and her for helping me enroll into the program where the success was born."

Aisha

Aisha joined the NextGen program in May 2018, and she has taken advantage of every opportunity that the program has offered her and more. Aisha came into the program as a high school graduate, and she already knew what she wanted her future to look like. When Aisha enrolled in NextGen although

she was pregnant with her daughter, she never let that get in the way of following her dreams of becoming a licensed Cosmetologist. Aisha knew she wanted to attend Cosmetology school and was willing to put in the work to accomplish that goal. With the help of NextGen Aisha was able to complete her training at World of Excellence Beauty College. Halfway through her training Aisha, took a leave of absence from school and welcomed her daughter Kimora to the world. Aisha never lost focus of what her goal was and was able to use her daughter as motivation to complete her training. Aisha always made sure that she communicated everything that she was dealing with and never hesitated to ask for help. Because of this Aisha has proven she has what it takes to be successful in anything she sets her mind to. Aisha passed her Practical exam on May 20, 2019 and was now one step closer to reaching her goals. On June 8, 2019 Aisha walked across the stage as a proud World of Excellence Beauty College graduate. Although she was now a graduate, Aisha knew she wasn't completely done and had one more goal she had to complete. As June 15th approached, Aisha prepared to take the State of North Carolina Theory exam. This was the final step needed for her to become a Licensed Cosmetologist. Not only did Aisha pass, but she surpassed the score needed and proved that no obstacle is too big when you focus on your dreams. Aisha is now a Licensed Cosmetologist in the State of North Carolina and is self-employed as a Beautician and Eyelash Technician at E-Styling in Durham, N.C.



Youssou

Youssou Cisse moved to the United States March 7, 2013 from Senegal, Africa. He learned to speak English in four months of being in the United States. When enrolled in NextGen on August 21, 2018, Youssou was on a mission to complete his HiSET with Durham Literacy Center and to get a work experience in biotech or biomedical engineering. All his hard work and dedication was worth it because September 11,



2018 Youssou completed his HiSET. On that same day, after he passed his last exam, he had a work experience (WEX) interview with Avazyme. Avazyme is a Solution Provider that offers field and laboratory testing, product development, and expert consulting services to the agriculture and food industries. Youssou did an amazing job on his WEX interview and was offered the position as a bioprocessing research intern.

"I learned a lot of things while being in NextGen and Avazyme... I would recommend this program to my friends. You guys found me an internship that I never thought I would have." -Youssou

Since enrolled, Youssou has not only completed his HiSET and completed a WEX with Avazyme while with NextGen, Youssou has also consistently shown determination. One day while on his way to his work experience at Avazyme, Youssou was involved in a car accident. His car was totaled, and he still managed to make it to work. His drive does not go unnoticed and he has great things in store for the new year. Youssou will be attending Durham Technical Community College in Spring 2019. He will pursue an Associate's Degree in Science and has registered to take thirteen credit hours. He hopes to attend NC State in 2021 to major in Biomedical Engineering.



KSE Scientific manufactures scientific, safety and production supplies to the pharmaceutical, biotech and environmental research and production markets. They work in partnership with many of the leading Tissue Banks in the United States. KSE Scientific has opened their doors to provide entry level careers for Durham youth to careers in Life Sciences and Manufacturing. Two young men Devon and Gary currently are building careers with KSE Scientific with long term goals of continuing in the life sciences career path. Owner, James Lally has commented that "it has been a pleasure working with the NCWorks NextGen team and it is good knowing I am making a difference in the community."

Accomplishments

- Served 274 youth customers in Program Year 2018
- 39% of youth served were low income/public assistance recipients
- 45 Youth received a credential during their participation
- 89% of new enrollments were out-of-school youth
- 100% of youth who completed on-the-job training remained employed with the company at the end of their training
- 73 youth entered employment
- 13th Annual Trades Day Competition. On Saturday, March 23, 2019, the Jacksonville Onslow Chamber of Commerce partnered with businesses in the community, among them Onslow County Schools, Coastal Carolina Community College, and the Eastern Carolina Workforce Development Board, to host the 13th annual Trades Day competition for high school students that are in vocational education classes in Onslow and Jones County High Schools. Trades Day gives these students an opportunity to be recognized for their talents and allows them to showcase their skills. The students compete in Automotive, Construction, Drafting, Electrical, Masonry, Welding, Culinary Arts and Digital Electronics. This event brings 120 students and more than 200 parents and community leaders to the Coastal Carolina Community College campus every spring. The Jacksonville Onslow Chamber of Commerce hosts this event in an ongoing effort to promote workforce development and growth in our community.
- ECWDB Hosted the first of a series of Youth Planning Sessions to improve Youth Services. On April 16th, youth service providers and members of the ECWDB Youth Council participated in a strategic planning session to share best practices and work on strategies to improve youth services

for the new program year. Elizabeth Kurzer, regional planner, and ECWDB Executive Director, Tammy Childers, led the session, which included sharing of best practices, strengths, challenges, opportunities and needs analysis, and working together to devise an action plan. The session concluded with a brainstorm of how we can improve youth services. A follow-up meeting will be scheduled to discuss progress of action plans and develop next steps.

Grant Recipients

Carteret Community College	\$191,621
Coastal Carolina Community College	\$164,996
Green Lamp, Inc.	\$284,394
Jones County Schools	\$125,000
Lenoir Community College	\$227,408
Onslow County Schools	\$150,000
Wayne Community College	\$102,068

Success Stories

Chelsea

Chelsea came to Lenoir Community College in September 2017 and enrolled in WIOA (Workforce Innovation & Opportunity Act) Youth Program. She was 16 years old, and a single parent of a 2-month-old son. Chelsea quit school during her ninth-grade year because she was pregnant and had experienced complications during the first half of her pregnancy. Chelsea was shy and lacked self-confidence. She began working on her High School Equivalency Diploma (HSED) and was making good progress in her studies. After she was no longer basic skills deficient and had completed Human Resource Development (HRD) classes on employability skills, she was placed in a paid work experience in a medical office. Chelsea was working hard at school and her work experience job but had difficulty maintaining a stable place to live. She had to move



three times while working on her HSED and had to stop the work experience and coming to classes because one move took her out of the county. She didn't have a driver's license or transportation because transit would not serve participants outside of the county. Chelsea continued her studies online working on her HSED.

Chelsea faced difficult personal situations and encountered many challenges while being in the program, all the while maintaining a positive, most pleasant attitude. Chelsea struggled with anxiety and experienced panic attacks but persevered through it all. She has been determined not to give up because of her love and dedication to her son. She said her son is her best motivation always inspiring her to do better so he can have better. She is committed to providing him a safe loving secure environment to grow up in and I admire her so much for that.

After Chelsea moved back to Kinston, she came back to HSE classes, and passed four HiSET tests. She struggled with her last test taking it three times before passing and attaining her High School Equivalency Diploma. She had test anxiety, but pushed through and was successful. She wanted to share this experience to encourage others who struggle with anxiety and depression.

Chelsea was working at another work experience site, this time at Spring Arbor Assisted Living in Kinston in November 2018. She wanted to be sure that nursing was the career pathway she wanted to pursue and there is no better way of doing that than first-hand experience on the job. Chelsea performed well at the worksite and according to her supervisors she was a natural at caring for others and they reported all the residents there loved her and would ask for her specifically if they needed something. Chelsea was such a good employee at Spring Arbor, she was offered a permanent position when the work experience ended and was hired immediately. She enrolled in Nursing Aide I (NAI) class in April 2019 and plans to continue her education following the established career pathway.

Chelsea has gained confidence and self-esteem since she enrolled in the Youth program and began setting and reaching her goals. She stated, "I could not have made it this far without this program. I am so grateful for the financial assistance, also the motivation and encouragement given to me by my career advisors. I tell my friends and family about this program because it has changed my life."

Caleb

Caleb was 18 and a High School dropout when he came into our WIOA Title I Out-of-School Youth Program in October of

2017. Caleb heard the Youth Career Advisor speak at Coastal Carolina's Career and College Readiness (WIOA Title II) orientation for High School Equivalency (HSET) classes. With the encouragement of his basic skills tutor, he met with the Youth Career Advisor and enrolled in WIOA Title



I. Together they talked about his plans, his strengths and career options based on his assessments and began developing an Individual Service Strategy based on his goals. Caleb was a smart young man. His Test of Adult Basic Education (TABE) scores were high in both reading and math. Goal 1 was to get his High School Equivalency diploma. On November 30, 2017, Caleb passed the GED Test and obtained his High School Equivalency Credential.

Caleb was interested in either Emergency Medical Technician, Paramedic or Firefighter training. His interest assessments were high in the public service, hands-on and realistic occupation categories. There was an EMT Basic class starting in April. While he was waiting for the class to begin, he continued to meet with his Career Advisor, and took the Work Keys tests. On March 28, 2018, Caleb received a Silver Career Readiness Certificate. From April to May he attended and completed EMT training but wanted to explore the Firefighter option as well. He volunteered at a local Fire Department from June to July and made his career choice. He wanted to be a Firefighter.

In July, he began training at Coastal Carolina's Fire Academy. While he was in training, a work experience was set up with the coordinator of the Fire and Emergency Management program. Caleb was young compared to his classmates, but with the work experience, he became accustomed to the language and culture of the Emergency and Fire Industry and learned more about the use and care of the equipment. His Fire Academy instructor offered advice and counsel while he was training which helped a great deal in bolstering Caleb's confidence. In December, Caleb graduated from the Fire Academy and was encouraged to apply to the City of Jacksonville as they were looking to fill six firefighter positions.

With the help of a solid resume, Caleb was one of twenty-eight chosen to be interviewed. He practiced for the interview, and two weeks later, he was one of twelve to be called back for a one-on-one interview with the Fire Chief. He was number seven of the six chosen to fill the positions.

Accomplishments

- Served 120 youth customers in Program Year 2018
- Served 100% low income youth
- Increased Measurable skills gain attainment from previous program years
- Over 99% of youth were out-of-school youth
- 2 youth successfully hired after on-the-job training
- Provided 4 college tours to provide college exposure to youth: Gaston College, A&T, UNCG
- 3 Industry tours to provide career exploration: Damiler (both locations) Pharr Yarns,
- 3 youth received Certified Nursing Assistant (CNA) Certifications
- 1 youth completed Dental Assistant Certification
- Increased collaboration with Gaston College's Continuing Education and Human Resource Development classes providing career readiness certificates for the youth
- Increased soft skills acquisition and retention strategies to increase hiring of youth
- 21 youth received CPR/First Aid/AED certifications
- Hosted a youth job fair for Gaston County Public Schools to provide seasonal, part-time or full-time employment. Over 14 employers and 38 participants attended
- Hosted a very successful business partner overview which 22 businesses participated in. We provided a program overview and gained some new work sites for our youth.
- 6 youth completed either High School Equivalency or Adult High School Diploma
- 6 youth participated in work experience (WEX) and 1 resulted in a direct hire by the Goodwill of the Southern Piedmont after 6 months of WEX.
- Provided several overviews to community partners with the goal of explaining our program and increasing collaboration: Partners, Nurse Family Partnership, DHHS: Child Welfare & Workforce Development, with the goal of increasing referral

sources, Hope 4 Gaston, Renaissance Fair

- Increased participation in monthly workshops by providing more interactive activities for soft skills acquisition, financial literacy, community service and job readiness
- Participated in community service events to provide leadership to our youth and a sense of community

Grant Recipients

Gaston College NextGen

\$450,000

Success Stories

Madeline

The Gaston County NextGen Youth Program has a youth, Madeline who was a unemployed, high school dropout due to becoming a parenting teen but later went back and got her high school diploma. She enrolled into the NextGen program seeking to enter post secondary education and work part-time. Madeline completed all the admissions steps for Gaston College and was accepted.



Madeline with her daughter

Madeline has an intermediate goal of transferring to a university to pursue her Criminal Justice Bachelor's Degree after she receives her Associate's Degree in Paralegal from Gaston College. Madeline has a long-term goal of becoming a lawyer one day.

While in the NextGen Youth Program, Madeline has been actively attending monthly workshops, participating in the NextGen leadership group, and has been giving other soon-to-be young mothers (in the program) encouragement. Madeline is always eager to learn and share her own experiences with other

participants in the program. She also is now working as a part-time employee at Bojangles. She always attends and volunteers at the NextGen monthly community outreach projects. Madeline does all this while being a young, single mother.



Madeline at NC Youth Summit

Madeline is currently completing her 3rd semester at Gaston College for her Paralegal Studies Associate's Degree. The NextGen Youth program is partnering with Gaston College and Madeline is receiving the Community College Grant and also a scholarship that will assist with her tuition. She is receiving Supportive Services through the NextGen Youth Program, which includes transportation assistance and costs associated with purchasing textbooks for college. She currently has a GPA of 3.4 at Gaston College.

Madeline has already accomplished so much through her persistence and continues to work toward reaching her goals.

Isabella

Isabella began with the Gaston NextGen Program as a low income, never employed and disabled out-of-school youth. She has goals of gaining employment through a work experience and entering post-secondary. In August 2019, she started a work experience job at Goodwill Job Connection where she has been able to work for the first time. Isabella has quickly been able to learn many new skills. After she completes her work experience opportunity with Goodwill Job Connection, she hopes to one day have unsubsidized self-sufficiency employment while working in an office setting.



Isabella at her first job

Victoria

Victoria began with the Gaston NextGen program as a low income, high school drop-out. Through determination she has since been able to obtain her High School Equivalency Diploma. Her long term goal had always been to enter post-secondary at Gaston College to obtain her two year degree in Fine Arts. She is currently enrolled as a first year student at Gaston College as a Fine Arts Major. She looks to then transfer to a University in order to continue her education in the animation field. While in the program she has gradually become more social with other students and has demonstrated a positive outlook in her first semester thus far at Gaston College.



Victoria's first day as a college student



Victoria holding her diploma



NextGen Sponsored Youth Participant Activity: Greensboro College Tour

Accomplishments

- Served 255 youth customers in Program Year 2018
- 226 new Young Adult enrollments
- 104 youth completed the program
- 44 youth completed the program with employment
- Average wage of exiting youth was \$10.60
- 73% of participants are employed or in secondary education 180 days after program completion
- 41 Young Adults received Career Readiness Certification
- 34% of Young Adults received a Work Experience
- The NextGen program built work experience relationships with 29 different employers
- NextGen collaborated with Guilford County Schools to conduct hiring events for over 200 students

Grant Recipients

Educational Data Systems, Inc.	\$1,200,000
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Success Stories

Precious

Precious was a carryover client when EDSI began in June 2018. At that time Precious was attending Virginia College to receive her Certified Clinical Medical Assistant (CCMA) Certification. Due to financial issues Precious had to withdraw from the school for a while to get her financial issues in order. She informed our Youth Advocate that she really wanted to go to school to obtain her Commercial Driver's License (CDL) but she was going to go back and complete her CCMA since she had started and wanted to finish the class. As Precious was about to go back to Virginia College the school closed permanently. Precious informed the Youth Advocate that she was going to go and obtain her CDL because that's what she always wanted to do. Others had tried to discourage her to go for the career pathway she always wanted, but she advocated for herself and showed she had the drive and motivation to succeed. Precious and the Youth Advocate registered her for CDL classes in March 2019. Precious persevered through this time especially with getting transportation to get to classes in Winston-Salem. Precious went on to purchase a vehicle, complete, and pass the CDL class at Trans-Tech in June 2019, and in June began employment as a Tractor Trailer Driver with Celadon Trucking of Kernersville, NC.

-Sabrina Breeden, Precious's Youth Advocate



Precious joined by her cohort at awards ceremony

I'leya

In the words of I'leyah, one of our NextGen participants said:

"I left school in 9th grade while attending Eastern High School. I had my daughter in 2013 at the age of 18 and my focus for going back was nonexistent. In 2017 my boyfriend joined the NextGen program for classes and that sparked my interest in NCWORKS. I set up an appointment and met my counselor, she set me down and opened my eyes to the possibility of going for my GED and after 3 months I passed my last test Jan 7th and walked the stage in June. I started to attend my daily classes and workshops and progressed forward in the youth program. Then with the help of NCWorks I started at A&T in March for my phlebotomy program and passed my test becoming a certified phlebotomist. With the help of NextGen I have completed things I didn't think I would and I want to thank my counselor who was a text or call away anytime and the NextGen program for the push that I needed. As of today I am enrolled at Guilford Technical Community College (GTCC) with Biotechnology as my major with a whole different outlook on life because no matter how late you start if you put your mind to it all is possible."

Tamara

Tamara discovered NextGen through her high school. She signed up for the program to learn about the job application process and gain a better understanding of what jobs were out there.

A Youth Advocate provided some assessments and reviewed potential opportunities with Tamara. Tamara was able to acquire an internship in Greensboro's Central Library system. The work experience has provided Tamara with job skills and a sense of what type of career she wants for herself. Tamara said of her future pathway, "I have a promising career at a library."



Tamara at her work experience with City of Greensboro's Central Library



Crystal (Right) greets Tamara (Left) to discuss work experience opportunities

Accomplishments

- Served 178 youth customers in Program Year 2018
- Provided short-term work-based learning through a work experience for 42 youth
- Provided three (3) youth on-the-job training (OJT)
- Assisted 52 youth with completing credentials
- Assisted 92 youth with enrolling/continuing training
- Engaged in various events to promote NCWorks Career Centers and NextGen services to include a local Career Construction Day, high school career fairs and mock interviews, college campus Trunk or Treat, NCWorks registration for senior classes, along with staff presenting at partner and educational agencies.

Grant Recipients

Mayland Community College	\$202,500
ResCare Workforce Services	\$202,500

Success Stories

Sebreena

Sebreena, along with her mother Theresa, were both WIOA participants seeking to further their education for brighter futures. In 2015, Sebreena enrolled in NextGen youth services and worked towards completing her Associate's degree at Mayland Community College. Following her passion for wildlife, she began attending Lees McRae College working towards her Wildlife Biology degree. During this time, she also participated in paid work experiences at Cane River Vet and at Grandfather Mountain where she experienced hands on learning. Sebreena alongside her mother, both completed their training programs and graduated in May 2019 from Lees McRae together. Sebreena shortly became employed and began an On-the-Job training (OJT) at Stewarts Animal Hospital.



Joshua

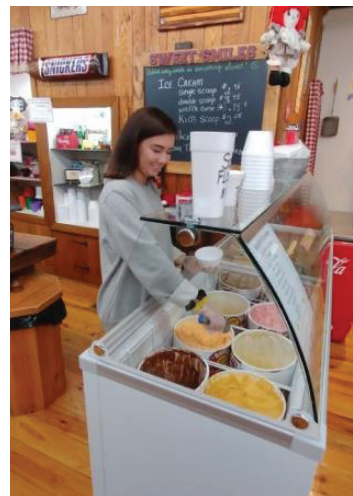
NextGen youth participant Joshua is an example of how hard work can pay off. Overcoming various barriers during his enrollment, Joshua completed his HiSet requirements through Wilkes Community College (WCC), participated in a paid work experience where he gained valuable work readiness skills, and began working on his Associate's Degree. Joshua's talents haven't gone unnoticed. He was selected to speak at the WCC graduation, then again before the Board of Trustees, and then was featured in a promotional video for WCC regarding the benefits of education. Joshua is a unique, witty, bright individual that has grown tremendously during his enrollment with NextGen services.



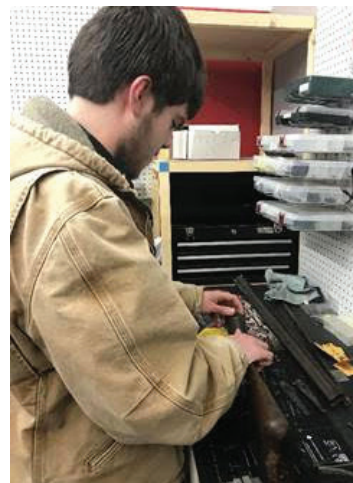
Center Manager, Charity Patterson Hamber and NextGen Career Advisor, Ashley Davis participate in a local high school career fair

Emily

Emily enrolled in NextGen youth services with very limited work history and seeking employment. She was placed in a paid work experience with a local heating and air conditioning company to gain skills related to customer service and office management. During her placement she excelled and consistently received high evaluations while gaining additional responsibilities throughout her placement. Her skill development led to a full-time job offer with the company. We are grateful for the employer partnership with NextGen and proud of Emily for gaining full-time employment.



NextGen youth participant Ally participated in a paid work experience at a locally owned small business. During her placement she learned valuable skills related to customer service and operating a small business.



Following his interest, Caleb participated in a NextGen work experience at Pappy's Gunsmithin' and Backwoods Livin' as a gunsmith intern. During this time, he also attended a Gunsmith course at Mayland Community College and Glock Training in Atlanta where he received his Armors Training Certification

Accomplishments

- Served 153 youth customers in Program Year 2018
- 61 New youth enrolled
- 7 Youth obtained an AA/AS Degree
- 70 youth were enrolled in Occupational Skills Training
- 16 YouthBuild Participants Served
- 1 Job Corps participant served
- 2 Youth obtained high school diploma/GED
- 80% of youth served were low income youth
- 28 Youth entered into a Work Experience
- Held a youth workshop in July, topics included: workplace behaviors and “Preparing for life after the internship”. Each customer also completed “Reality Check” on nccareers.org.

Grant Recipients

Educational Data Systems, Inc. (EDSI)	\$140,000
Vance Granville Community College (VGCC)	\$100,000
Piedmont Community College (PCC)	\$100,000

Success Stories

Kent

Kent completed his Associate of Arts Degree December 2018. Piedmont Community College (PCC) NCWorks NextGen program assisted him both financially and academically during his attainment of this degree. Since Kent was the first in his family to go to college,

he lacked guidance and needed help with expenses that he and his family could not afford such as books and transportation to classes.



Kent was skills deficient in math and he improved in this area every time he was retested. Kent worked closely with the case manager to develop a plan to accomplish his educational goals. Kent attended monthly work sessions, Youth Summits, and Campus tours. Kent obtained a part-time job at Food Lion as a stocker. Food Lion worked with him on his work schedule so that he could meet his educational schedule. During his time at PCC, Kent maintained his focus, with the help of NextGen staff and kept working towards his goal of graduating and transferring to Elizabeth City State University. Kent maintained his grades and made the Dean's List most semesters. He just completed his first semester at Elizabeth City State University and is doing well in his transition from a two-year institution to a four-year institution. He is well on his way to his degree in Sports Communication with the goal of becoming a sports reporter. We wish him well and much success!

Seniqua

Seniqua enrolled in the WIOA Youth program at Vance-Granville Community College (VGCC) in November 2014. She was seeking financial assistance in helping her to obtain her Associate's Degree in Early Childhood. When she enrolled in the program, she was basic skills deficient in reading. Within the first year of the program, she was able to increase her reading level. Seniqua has participated in many school activities and workshops; such as decision-making, team-building, money management and workplace success.

Seniqua attended the North Carolina Youth Summit in 2015-2017, during her participation at the Youth Summits, she was able to develop leadership skills and connect with other youth from across the state. Seniqua has participated in work experience opportunities with the Boys & Girls Club, and for Vance-Granville Community College.

Seniqua received a Presidential Scholar Award from Vance-Granville Community College in 2016. Seniqua graduated in May 2019 with her Associate's Degree in Early Childhood. Seniqua continues to strive to advance in her education and has been accepted into the North Carolina Central University Eagle Voyage Program to obtain her Bachelor's Degree in Child Development and Family Relations. She will start classes at North Carolina Central University in August 2019 for the fall semester.

Kymekkah

Kymekkah, a participant in the NCWorks NextGen Program was the recipient of a scholarship for \$1,000! Kymekkah submitted the scholarship application to include an essay and was one of two winners from North Carolina. Kymekkah is a Warren County resident and



completed a work experience (WEX) assignment with the Boys & Girls Club of Franklin County as a Camp Counselor. She will be attending UNC-Greensboro this fall. Kymekkah is pictured with Helen Bradby, EDSI's youth program manager at the Oxford, NC NCWorks Career Center. We wish Kymekkah much success with all her future endeavors!

Accomplishments

- Served 423 youth customers in Program Year 2018
- 182 youth participated in work experience opportunities in PY 2018
- Youth participated in 906 training/workshop program activities during PY2018
- A total of 35% of programmatic expenditures was utilized for work-based learning for the Lumber River Workforce Development Board during PY2018.
- Sponsored Regional Youth Events for 107 youth highlighting higher education, life skills training, financial literacy awareness building and encouraging self-confidence in the form of the local area Academic Achievement Banquet and Real-World Simulation Event.
- Integrated Youth Services with NCWorks Career Centers with a strong and active presence.
- Partnerships with community agencies and employers continued to grow expanding opportunities for work experiences, on-the-job training (OJT), workplace tours, college/post-secondary exposure and job shadowing experiences.
- Twenty youth from the Lumber River Workforce Development Board WIOA Youth program participated in the North Carolina Youth Summit.

Grant Recipients

Partners in Ministry - Richmond County	\$188,555
Partners in Ministry - Scotland County OSY	\$152,462
UNCP	\$641,739
Scotland County Schools	\$52,000
Hoke County Schools	\$160,007
Bladen Community College	\$149,557

Success Stories

Julisa

Julisa, a participant in the Hoke County Schools (HCS) WIOA Program, stands out in any crowd; her drive, ambition and work ethic are incomparable. Though she is quiet and reserved, she leads through her example of respect for others and her dedication to tasks.

Julisa has faced economic hardship throughout her entire life. Julisa also has experienced significant barriers to employment due to her height, as well as the fact that English is Julisa's second language. Julisa is the daughter of Mexican Immigrants and grew up knowing and understanding the struggles that her parents have faced in the American Workforce. Julisa wanted to help her parents provide for their family, and she began applying for jobs at age 15. But until she enrolled into WIOA, she was unable to obtain employment. Julisa's ultimate career goal is to become a registered nurse. While enrolled in the Hoke County Schools WIOA program, she has obtained her Credentials in Medical Administration, EKG, and X-Ray Tech. In June, Julisa also completed the National Nurse Aid I program to become a Certified Nursing Assistant and graduated from Hoke County High School.



When Julisa applied for the WIOA program, she knew that she needed to gain work experience in the medical field. She discussed her work options and career interests with her WIOA Coordinator, Mrs. Jessica Brown, and they decided on a service

strategy and a plan for meeting her goals. Julisa completed the HCS WIOA Pre-Employment Training, and began her paid 260 hour WIOA Work Experience at a local doctors office. It didn't take long for her supervisors to realize how valuable Julisa was in their medical facility. Her ability to speak Spanish is a major asset to her employer and to the Hispanic community that receive medical care at Julisa's worksite. Julisa states that thanks to being in the WIOA program and working with Mrs. Brown (WIOA Program Coordinator), as well as through Leadership Development Activities like "The Real World Youth Challenge" hosted by Lumber River Youth Services, she has gained confidence in her abilities and a huge network that will help her to reach all of her career and life goals. Julisa also thanks her Hoke County High School Health Science Teachers who have instilled a love and passion for nursing in their students. Most importantly, Julisa is grateful to her parents for always putting their children first, working hard for their family and for teaching her an excellent work ethic.

Jaquandra

Jaquandra enrolled into the WIOA Youth Program, as an out-of-school youth in October 2018. Jaquandra needed assistance with finding employment. She had earned her high school diploma and obtained her certification as a Nursing Assistant I, while in high school. Jaquandra has interviewed for several jobs, with no successful placement. The WIOA Program assisted her with labor market training, which included interviewing techniques and resume writing. These trainings assisted her with preparing for jobs interviews. Jaquandra stated she needed her Medication Administration Aide certificate to help her secure a full-time job. The WIOA Program assisted her with enrollment into the Medication Aide Training through Bladen Community College in December 2018. After completing this training, she interviewed with New Hanover Regional Medical center in Wilmington NC, and was offered a full-time position as a Nursing Assistant I.



Jaquandra plans to continue her training in the medical field by pursuing the Certified Nursing Assistant II training in the future.

Serenity

Serenity was 14 years old when she became a WIOA youth. Serenity came from a low-income, single parent household with her mother. Serenity came seeking assistance with building her academic skill levels and to gain employability skills. Serenity desired to graduate high school with a full scholarship to obtain a Doctorate Degree, but she struggled in both her reading and math skills. She was pre-tested in TABE and scored a 6.6 in reading and a 9.8 in math. On May 11, 2019 Serenity accomplished one of her educational goals and received her Associate's Degree from Richmond Community College at the age of 17. Serenity graduated Cum Laude and is a member of the National Honor Society Phi Theta Kappa. Serenity also graduated from REACH which is Richmond Early College High School with a 4.0 GPA, and is a member of the National BETA Club. Serenity plans to continue her education at NC A&T and go to the Air Force once she graduates college. Serenity has also obtained part-time employment at Little Kingdom Daycare. Serenity continues to set goals that she is determined to reach.



NC Youth Summit - Lumber River Workforce Development Board sponsored 20 youth to attend the NC Youth Summit on April 12 and 13, 2019. Young adults were able to collaborate, learn from others, and exchange ideas on issues relating to workforce development in North Carolina.

Accomplishments

- Served 199 youth customers in Program Year 2018
- 130 youth new enrollments
- 49 youth attended workplace tours
- 69 youth attended college/postsecondary tours
- 55 youth began a new work experience
- 31 youth new enrollments in occupational skills training
- 30 youth obtained their high school diploma
- 20 youth obtained their high school equivalency
- 51 youth earned a postsecondary degree and/or credential
- 58 youth entered full-time employment
- 59 youth entered part-time employment
- 5 youth entered the military
- 36 youth received support services
- Mountain Area NCWorks NextGen Youth Summit held on September 24, 2018 with attendance of over 60 youth organizations, employers and workforce partners to increase community collaborations on how we can more effectively support youth in the region.
- Construction Career Day held on March 27, 2019 with over 40 construction employers participating. NCWorks NextGen Youth participated in this event with over 800 youth from the region.
- Western North Carolina Career Expo held on November 7, 2018 and April 11, 2019 with over 150 employers participating. NCWorks NextGen Youth participated in these events to increase career awareness and learn about career opportunities available in the region.

Grant Recipients

Madison County Schools	\$87,453
Buncombe County Schools	\$132,148
Goodwill of Northwest NC	\$84,785
Green Opportunities	\$109,176
Henderson County Schools	\$149,693
Blue Ridge Community College	\$74,654

Success Stories

Davion

Davion is an amazing young man who has overcome many obstacles and struggles in his young life. He faces each day with optimism and each barrier with a strong fighting spirit. Davion never complains about what he does not have, but simply works harder to achieve his goals. In the last year alone, Davion has graduated from high school, enlisted in the military, completed basic training, and enrolled in Community College for the Spring 2019 Semester. It has been an absolute pleasure working with this young man. Watching him grow, succeed, and accomplish his goals has been a moving experience for all of us at the Career Academy who were given the opportunity to help guide him along the way. I am excited to see what incredible things this young man will accomplish over the next few years and am extremely proud of him!



Bradee

Success is always the goal we are striving for as we work with our youth in the WIOA program. That goal is often met with so many obstacles that students may want to give up. My participant this year was not willing to let those obstacles stop her. When I met Bradee, she was working part-time to support



her mom who had cancer. Bradee's father had tragically passed away from a heart attack suddenly several years before I met her. This affected her deeply. Bradee is a private person and is not eager to ask for help. When Bradee first began this program, we had enrolled her in a certified nursing assistant (CNA) class while she was in high school. I watched her begin to worry about her first obstacle: uniform, shoes and a watch for her clinicals. The issue was huge to her but easily taken care of with funding from WIOA. During the middle of the program Bradee's car broke down, the bill was quite pricey, and she began to panic. An email to a wonderful agency and all was well again. They were able to pay her auto repair bill and for that, she was beyond thankful. Thankful to the point of tears. Bradee was a good student. No one had noticed that she was struggling. As issues arose, each one was met with an answer throughout the year. One thing we can say she has learned would be that we always need to be ready with a plan "B". Bradee just needed a helping hand to guide her. To date, Bradee finished her CNA course and was hired at the Brian Center in Weaverville where she currently works. In addition, she is enrolled at AB Tech full-time to pursue her nursing career. Just a couple of weeks ago, Bradee was able to purchase a new car. She is stepping up and with her own hard work. Bradee is preparing a career pathway for herself and will not give up until she reaches her goals. Bradee is one that is so eager to work to achieve what she needs to. She is so thankful for the support and financial assistance from WIOA. It is always a pleasure to assist someone who has the strong desire to make it on their own and is willing to work hard to get there. Bradee is just that. Congratulations to a very determined, hardworking, overcoming, young woman.



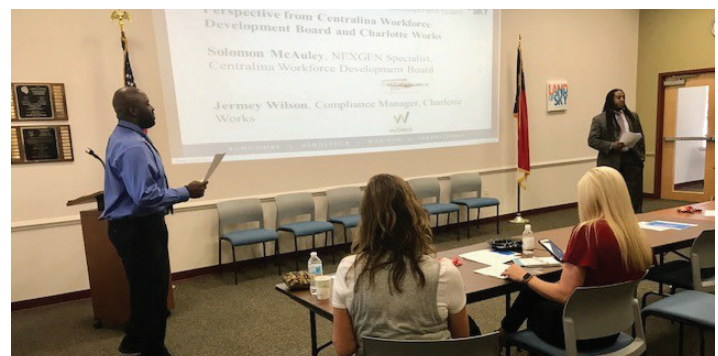
Employers at the Youth Summit representing Brumit Restaurant Group, Pardee UNC Healthcare, Bolton Construction, Charlotte Street Computers, Kanuga Conferences and Mission Health share their best practices in hiring, training and retention for Youth.



Over 60 employers, educators and workforce partners attending Mountain Area Workforce Development Board's first Youth Summit.



Attendees at the Youth Summit shared best practices on connecting youth with employment and education.



A primary focus of the Youth Summit was how to more effectively reach disconnected youth ages 16-24 years old, especially under-represented populations.

Accomplishments

- Served 109 youth customers in Program Year 2018
- 80% of new enrollments were out-of-school
- 20% of new enrollments were in-school
- 50% of youth participated in training/education activities received credentials
- 62% of youth entered post-secondary education or employment
- 33 enrolled in Occupational Skills training
- 10 received Occupational Skills credential
- 2 received AA/AS degree
- 7 received high school diploma/GED
- 8 participated in a Work Experiences
- 1 on-the-job training
- NextGen hosted the 3rd Annual Real-World Simulation event on September 26, 2018. There were over 140 students and volunteers from 8 public high schools, 1 private high school, 2 community youth serving agencies, and the local community college. This is a one-day simulation event that offers young adults hands-on practice learning around areas of fiscal decision-making pertaining to education, careers, and lifestyle choices in the adult world.... before it counts! Youth create a monthly budget based on real life costs and discover how their educational plans match up to potential career earning. They get to practice face-to-face social skills with people and businesses in their local community
- NWBD NextGen was a 2018 Innovation Award recipient for the Career Café initiative by the National Association of Development Organizations (NADO). The Innovation Awards program honors NADO members for their creative approaches to advancing regional community and economic development and improved quality of life. Projects receiving this award have made significant impacts on their regions and demonstrate the diversity of services and program

delivery provided by regional development organizations across the country. Career Cafés are offered monthly in multiple counties and designed to give young people the opportunity to network with other young people, local businesses and volunteers to learn essential things about education, careers and everyday things they may encounter as they develop into self-sustaining adults. NextGen Career Advisors host these sessions at local libraries, the community college, community buildings and in local high schools. Subjects discussed during Career Cafés have included resume writing, self-assessments, interview skills, credit and budgeting, interpersonal skills, time-management, making career choices, dressing for success, having the right attitude and work ethics.

Grant Recipients

Northeastern Workforce Development Board	\$512,500
Northeast Education Foundation Inc, dba Sylvan Learning Center	\$65,000

Success Stories

Daisia

Daisia is a 19-year-old native of Perquimans County. After graduation Daisia had ideas for her future however, she was unsure of how she was going to execute those goals. She found out about NWDB NextGen services through her grandmother and applied for assistance to help her effectively transition from High School to a career in Nursing. She was enrolled in NextGen services and soon after Daisia began to develop more of an idea



for her future during discussions and meetings with her Career Advisor.

During her enrollment, Daisia has expressed how proud she is of herself for accomplishing goals, passing courses, passing exams and receiving certifications she never thought she would have accomplished. She is extremely excited about her future and where a career in Nursing can lead her.

Daisia's Highlights: High School Graduate, College of the Albemarle Student, Nurse Aide I Certification, Phlebotomy Certification, Obtained Driver's License, Established her own Bank Account, NextGen Work Experience.

McKenzie

McKenzie is a 19-year-old native of Camden County. She joined the NWDB NCWorks NextGen family in September of 2017. At that time, she was enrolled in the College of the Albemarle's Basic and Transitional Studies Program to earn her High School Equivalence. Her initial goal was to work in the medical career field and through assessments and working with her Career Advisor, she defined her career goal to pursue Sonography which fits her career interest.



McKenzie never rests on yesterday's achievements. She has taken advantage of every opportunity afforded to her internally with NCWorks NextGen and externally with the College of the Albemarle and other partnership with NWDB. She has taken advantage of tutoring services, attended the 2019 Annual NC Youth Summit and local Career Cafés hosted by NWDB NextGen staff.

McKenzie's Highlights: High School Equivalency Diploma, College of the Albemarle Student, Working Smart Soft Skills Graduate, NextGen Work Experience, Full-Time Employee as the Activities Assistant with Elizabeth City Health and Rehabilitation Center.

Jessi

Jessi is a 20 year old resident of Hyde County. She grew up in

Swan Quarter and graduated from Mattamuskeet Early College High School. She had aspirations to attend Beaufort County Community College (BCCC) to become a Cosmetologist, but needed financial and transportation assistance to attend and complete college. She learned about NCWorks NextGen services from a friend, enrolled in NextGen and soon started working on her Cosmetology degree. She had to commute 120 miles round trip to attend school. Jessi was committed to accomplishing her goals and graduated from BCCC with an Associate's Degree in Cosmetology. After graduation, she had difficulty finding employment as a cosmetologist or any other open position, but diligently searched for job opportunities. Her Career Advisor told her about the Work Experience (WEX) opportunity with NextGen and Jessi and her Career Advisor were proactive in looking for available options for the WEX. Due to the small community where she lives they were not able to find a WEX opportunity in cosmetology, but Jessi found an opportunity at the Courthouse and a WEX was coordinated. Though the WEX was not in her desired career pathway, it enabled her to develop some soft skills needed in the workforce and was able to earn income while developing her resume. Jessi developed skills in office responsibilities at the Courthouse and because of her diligence and commitment during her WEX her duties were extended to include working with the Water Department and the Department of Social Services. She received a good rating by her WEX supervisor and was awarded a raise for her performance. During the WEX, a full-time position opened in the Water Department and Jessi was a great fit since she was doing well with the WEX. She lacked some of the skills needed for the job so her Career Advisor quickly moved to help coordinate an On-the-Job Training (OJT) opportunity for Jessi. Her Career Advisor worked closely with Northeastern WDB's Business Engagement Coordinator to make this happen. Through Jessi's hard work and the NWDB staff's assistance, she secured full-time employment with Hyde County's Water Department under the OJT program. She was the first NextGen participant to receive an OJT. Jessi has not given up on her dream of working as a cosmetologist, but wanted to get started in the workforce until she's able to gain employment in cosmetology and establish herself enough to open her own business.

Jessi's Highlights: Beaufort County Community College Graduate (Associate's Degree in Cosmetology), NextGen Work Experience, NextGen On-the-Job Training Participant, Full-time Employee with the Hyde County Water Department.

Accomplishments

- Served 277 youth customers in Program Year 2018
- 194 youth participants were carried over from PY 17
- 83 new youth enrollees
- 77% of youth enrolled in WIOA are low income
- 68 youth participated in a Work Experience
- 1 youth participated in an OJT
- 74 youth are enrolled in Occupational Skills Training
- 88 youth entered unsubsidized employment
- 27 youth entered training-related employment
- 42 youth that participated in training/education activity received a credential
- 82% of new enrollments were out-of-school youth
- 18% in-school youth enrolled in WIOA
- 16 youth attained high school diploma/GED

Grant Recipients

Goodwill Industries of Northwest North Carolina	\$1,012,812
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Success Stories

Ksena

Ksena enrolled into the Piedmont Triad Regional Workforce Development Board's NextGen Youth Program in October of 2018. Prior to her enrollment, Ksena's mother fell on hard times and needed to find employment so she could move her family out of their car and into stable housing. After several months, she was able to secure employment and housing. However, at this time, Ksena was having trouble with her classmates and her school work. Ksena was struggling and wanted to leave school. Ksena made the decision to leave school to pursue her GED and was referred to the NextGen Youth program by Forsyth Technical Community College staff. Upon enrollment in the program, Ksena created goals to obtain her High School Equivalency and go to college.



NextGen provided Ksena with financial assistance for her GED and Ksena passed test after test. She obtained her GED in less than a month at just 16 years of age. In December 2018, Ksena graduated from Forsyth Technical Community College with her High School Equivalency. As Ksena was preparing to enroll into Forsyth Technical Community College to begin her college career her family was hit with a devastating blow. Her mom was diagnosed with a life-threatening heart condition. Ksena put school on hold and began trying to look for work so her mother could focus on her health. As her mother's condition began to worsen, her mother contacted the NextGen staff and stated that she was worried that Ksena would not be prepared to take care of herself. Soon after, Ksena's mother was admitted to the hospital and Ksena was left to take care of herself.

The NextGen program stepped in and provided some financial

assistance to help support her with housing, transportation and utilities. Ksena was also provided with a work experience opportunity with the healthcare company ComforCare. This work experience provided her with more income so she could pay the bills. Before she started, she attended a short job readiness training to prepare her for the position. She was also provided budgeting and life skills training to assist her with everyday adult situations. Ksena's mom was released from the hospital and Ksena began caring for her while continuing to work. It was still very important to Ksena and her mother to further her education so together they worked with NextGen staff to complete her FAFSA and Forsyth Technical Community College application. Ksena plans to attend college in the fall and study accounting.

There is a lot ahead for Ksena including obtaining her driver's license, getting her first car, and attending her first day of college. Both mom and the NextGen staff plan to support her with every step they can.

Michael

At the tender age of 19 Michael has gone through many obstacles. He has struggled with mental health issues, was expelled from school, and found himself with a felony charge. Throughout all of this, Michael knew he needed help. He was attending meetings with a probation officer in Stokes County, when he was referred to the NextGen Youth Program. Michael, refusing to become a victim of his circumstance, joined the Stokes County NextGen Youth Program in March of this year. Michael had goals to obtain his Adult High School Diploma, secure permanent employment, and get assistance with career guidance.

Michael began meeting his goals very quickly. With the help and encouragement of the NextGen program, and also the Access Center here at Goodwill, Michael obtained his Adult High School diploma on June 1, 2019. Michael was then given the opportunity to participate in a paid work experience, working as a custodian/park maintenance worker at the Stokes County Public Works. During his time there, his work experience supervisor constantly

spoke about how great of an employee he was and how he took the initiative to get things done in a timely and efficient manner. Unfortunately, because of his criminal background, Michael was unable to take a full-time position with Stokes County Public Works. Michael did not let that keep him from achieving his goals. Michael found full-time employment at Chem-Dry of Triad as a Carpet Technician. He is also taking up part-time work at Lowe's Home Improvement in order to help build his savings account.

As of today, Michael does not know what he would like to do as a career, but he knows he wants to continue his education. The NextGen program is currently assisting Michael with trying to get his record expunged so he can have more career opportunities. We are very optimistic that this will happen. We do know that whatever Michael decides to do, with the guidance of the NextGen staff, he will be successful at it because of his tenacious spirit. The sky is the limit for this young man.



Stokes Youth Training

Accomplishments

- Served 78 youth customers in Program Year 2018
- 85% of Youth were low income
- 80% of the youth who participated in a training/ education activity received a credential
- 76% of new enrollments were out-of-school youth
- 80% of youth who participated in a Work Experience remained employed with the company at the end of their training
- Provided college tour/post-secondary exposure to 46 youth
- Provided workplace tour and exposure to 48 youth
- Provided job shadowing experiences to 17 youth
- 23% of youth entered post-secondary education
- 39% of youth entered full-time employment
- 21 youth obtained their High School Diploma
- 5 youth obtained their High School Equivalency
- Over 300 Youth attended the Cleveland County's (NC) Annual High School Manufacturing & Engineering Awareness Fair that gives local high school students the chance to meet area employers and learn about the skills they need to be part of the future workforce. It also educates the students on the benefits of manufacturing and engineering careers and to learn about apprenticeships, scholarships, benefits, and coursework to achieve a high paying salary in manufacturing and engineering! The average salary of a person in the manufacturing sector in Cleveland County is \$52,884. That's more than \$25/hour.

Grant Recipients

Region C WDB	\$282,725
Cleveland County Schools	\$294,227
McDowell Technical Community College	\$175,729

Success Stories

Evan

In 2018, Evan was an eighteen year old young man who was a high school drop-out with only one credit toward his high school diploma. He also had never had a valid Driver's License. He had no previous work experience or soft skills training for obtaining employment. He applied for WIOA seeking assistance with obtaining his high school diploma and employability skills so he could obtain full-time employment and become self-sufficient. He had attempted attending school several times but was unsuccessful. He was enrolled in WIOA and with the assistance and guidance of his Youth case manager he was able to overcome numerous obstacles to complete the twenty-one required credits for the adult high school completion. He completed the twenty-one required credits in only twelve months, setting a record at Isothermal Community College (ICC) for fastest credit completion. He was also recognized as student of the semester for his accomplishments at ICC. He earned a Silver Career Readiness Certification (CRC) through Isothermal Community College. To obtain employability and soft skills required to obtain employment and become self-sufficient, he was enrolled in a work experience at Rutherford Life Services where he worked with special needs clients and he excelled in this position. He related well with the clients and they loved him. This experience gave him the initiative to succeed and boosted his self-esteem because he was giving instead of receiving assistance which gave Evan the confidence to achieve his goals. With the assistance of his case manager, after several failed tries, Evan successfully obtained his NC Driver's License.



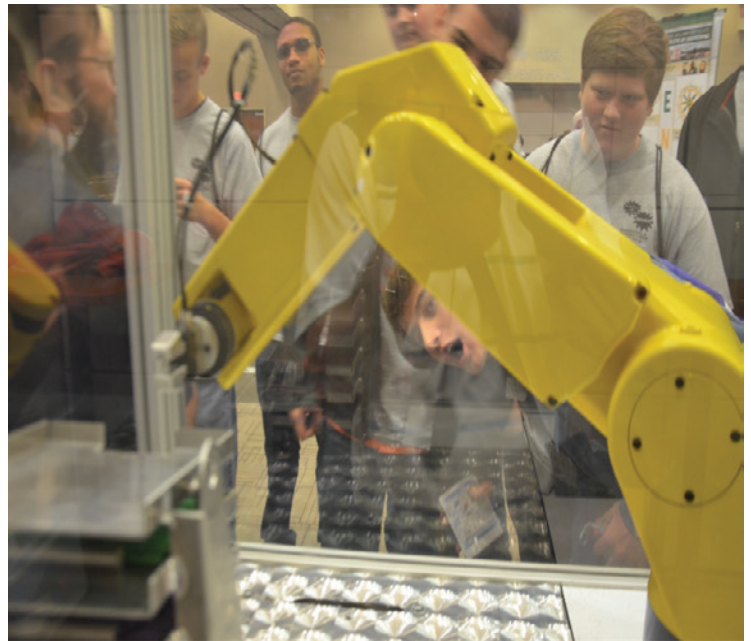
Evan graduated from the Adult High School program in December 2018. He is a bright young man with a sharp sense of humor and a natural gift for working with special needs populations. In addition to studying full-time, he worked full-time at Rutherford Life Services and is highly valued by the clients and his supervisor. He has successfully completed his work experience and is working full-time at a local business at \$14.00 per hour, 40 hours per week, with excellent benefits. Evan is planning to attend college this fall to further his education.

Carissa

As a young mother of two children without her high school diploma, Carissa faced a number of challenges. Seeking to improve her situation, she enrolled in the WIOA Youth program at Isothermal Planning and Development Commission. The youth counselor helped her to get started in the Mother Learn program to complete her high school education. This free program helped to get Carissa started in a better direction, and was able to assist her with child care while she worked to better herself. Carissa overcame many obstacles while participating in the WIOA program. Carissa unfortunately lost her mother while she was working toward her high school diploma and had to deal with issues regarding housing as well. The WIOA program counselors provided emotional support so that things did not become overwhelming to her while she continued working on her education. Carissa had no Driver's License and had to rely on others for transportation. In addition to being a full-time parenting youth with no real support system and trying to complete her work experience she had to be in class 2 days per week plus complete another 4 hours per week for her online classes which had to wait until after her kids were put to bed at night. She also became homeless for about a month during this time and was referred for housing assistance. WIOA placed Carissa in a part-time job with Rutherford Life Services which provided her with a steady income until she was able to obtain her Child Care Credentials, her infant/toddler certification and a certificate in Early Childhood Education. In addition to everything else she had going on her WIOA case manager



helped Carissa study for and obtain her North Carolina Driver's License (NCDL) permit and once she was able to afford a car and insurance she went on and passed her driving test and obtained her NCDL. This was a major deal for her because it not only gave her the independence she needed, it erased an employability issue. During the last 6 months of school, Carissa was job placed at The Learning Tree, a child day care center in Forest City. Her dedication to serving the children and families at The Learning Tree led to her being offered and accepting a position as a lead teacher there following her graduation from Isothermal Community College. She is a great fit in her new career and an excellent example of how making good decisions and following them through with hard work can lead to a lifetime of better opportunities for a young family. After obtaining full-time employment she was able to move in her own house in January 2019 and is doing well. We are very proud of Carissa and all of her accomplishments.



Making It Work – The “Making It Work” Manufacturing & Engineering Fair exposes our brightest young minds to the wide diversity of job opportunities available in area manufacturing operations.

Accomplishments

- Served 230 youth customers in Program Year 2018
- WEX Boot Camp: The work experience boot camp is three to five days of instruction that covers resume development, Traitify, career research, labor market Information, financial literacy, mock interviews, and work place basics (professionalism, soft skills, time management, team work). All NextGen participants must complete Boot Camp prior to participating in a work experience component.
- Next Fest: Next Fest is an event for high school seniors that are undecided about their career choice. All county high school seniors and their parents are invited to attend. NextGen career advisors and other partner agencies that include, career pathways, RAMP East, community college, and business and industry representatives are on site to present information and discuss local job/career needs. Staff is available on site with tablets to administer the Traitify assessment.
- Recruitment Events: A best practice utilized this year regarding outreach and recruitment targeted to youth was "Recruitment" events held in each center during a week long period. The event was promoted by a local TV station, on social media and through other means.
- Tiered Work Experience: Region Q recently implemented a tiered work experience plan. To ensure youth are maximizing their time in the work experience component, there are now four steps. Step 1 is Career Exposure which allows students to tour local facilities to "introduce" them to employment and gain general knowledge of what the job entails. Step 2 is Job Shadowing which will allow them to "see" the job in action. Step 3 is Level II of work experience which is expected to lead to full-time employment (subsidized or unsubsidized).

Grant Recipients

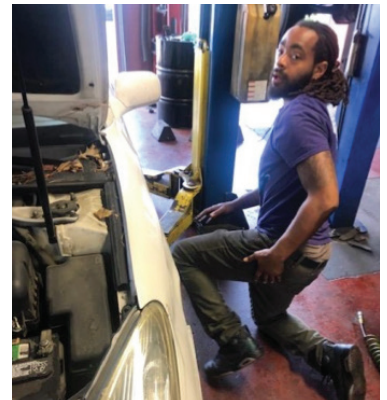
Ross Innovative Employment Solutions

\$996,905

Success Stories

Alton

Alton is 24 years old and a resident of Pitt County. Prior to coming to the WIOA Program, Alton completed two years of college at East Carolina University and dropped out. He acquired a part-time position with FedEx but was later fired due to personnel issues.



Alton experienced extreme difficulty obtaining full-time employment. He moved to Virginia Beach, Virginia for a short time and still did not find employment. He enrolled in the WIOA Program on December 5, 2018 and completed work readiness training, work experience, resume development, and general guidance, counseling, and career planning.

Alton participated in career exploration and entered into a work experience with Agape Multi-Assisted Housing as a Transit Operator. Alton gained valuable skills for employment including facility management, excellent communication, following explicit directions, transit routes, and maintaining a strict schedule. Alton received great reviews from his supervisor and co-workers.

Alton's next work experience was with Precision Tune Auto. Within two weeks of starting this work experience, management expressed interest in hiring him for a full-time position. Alton obtained full-time employment as a Lube Technician where he averages \$14.00-\$17.00 hourly. Alton is still currently employed with Precision Tune Auto and enjoys his job.

Jacob

Jacob found himself struggling with finding employment due to several barriers and was referred to the Beaufort County NCWorks Career Center by his Job Coach at Martin Enterprises. Earlier Jacob worked with a Vocational Rehabilitation Counselor in hopes of assisting him with employment. Communicating and engaging in a conversation were not easy for Jacob. He would appear to be averting eye contact and non-communicative. He seemed very shy and would barely speak.



PAS-USA in Washington, NC has engaged with several local agencies to provide jobs to those with barriers to employment. After applying to PAS-USA Jacob was informed that he was scheduled for an interview. After his interview, Jacob received a call asking him to contact the NCWorks Career Center to begin the process of completing his application for an on-the-job training opportunity with PAS-USA.

During his six months of on-the-job training, Jacob slowly came out of his shell. He is quite a bright young man. His supervisor has improved one of their work procedures as suggested by Jacob. Jacob participated in an interview with a local television station to spotlight not only the employer and the OJT Training Program, but how our NCWorks Career Centers can assist those with disabilities to succeed and live a full productive life. Jacob is so encouraging and really wants to help reach others like him to let them know, there is hope - just keep working to find the right connections to fulfill your dreams.

Jacob has far exceeded his goals and is still employed with PAS USA as an Assembly Operator I. He has overcome the anxiety of communicating with others and articulating his ideas on the job. Jacob stated that he is so excited to have the opportunity for a career. The OJT Program changed his life. He can now pay his own way and contribute to helping his family.

Jacob is twenty-two years old and participated in the WIOA Program from April 13, 2018 to October 24, 2018. He was

awarded the Region Q Annie Mobley Award for Outstanding Youth Participant by the Region Q Workforce Development Board in May 2019. He was also nominated for the Governor's NCWorks Award of Distinction.

Amanda

Amanda is twenty-four years old and participated in the Hertford County NextGen Program from April 2018 to December 2018. When Amanda entered the program she was unemployed and desired to obtain a career. She was a high school graduate that had worked on a few jobs but in her words, "Didn't feel like she belonged" in those positions. She wanted to complete training and obtain credentials and employment as a Certified Nursing Assistant.

Amanda completed Nursing Aide I and Nursing Aide II training and is currently working in the Trauma Unit at Vidant Medical Center in Greenville, NC. She stated that she loves her job and appreciates all the guidance, support and assistance provided through the program. Amanda plans to continue her education and to complete an Associate's Degree.

Accomplishments

- Served 109 youth customers in Program Year 2018
- 29 new youth enrollees
- 12 of the 29 new enrollees are high school graduates
- 62 Measurable Skill Gains has been reported- 19 Skills Progression, 15 Educational Functioning Level, 13 Post-Secondary Record, 9 Training Milestones, 4 Attainment of a secondary school diploma or its equivalent and 2 Secondary report cards
- 17 participants received Occupational Skills Credentials
- 3 participants received AA/AS Degrees
- 3 youth attained high school diploma/GED
- 16 youth participated in a Work Experience
- 2 youth participated in an OJT
- 26 youth are enrolled in Occupational Skills Training
- 14 youth entered unsubsidized employment
- 1 young adult received the Governor's Award
- In July 2018, participants also attended the NCWorks Career Center-Job Club. This event consisted of two workshops that took part over the course of two days. During these workshops, our young adults learned a variety of tools that will assist them with reaching their career goals. Some of the topics included learning how to create a resume and cover letter, the difference between a job and a career, references, time management, and how to have a successful interview.
- October 2018, six of our young adults participated in a community service project involving Habitat for Humanity. Each of our participants assisted with laying down mulch and painting the inside of a habitat home. The young adults stated they did not know all the hard work that goes into volunteering and that they now see the importance of helping the community. They have

really come a long way and have seen the entire process of a home being built. They were even able to attend the ribbon cutting of welcoming the homeowner into their new home.

- In November 2018, our participants were also able to gain valuable employability skills from attending the Leadership Academy hosted by the Asheboro Goodwill. During the duration of the Leadership Academy (which took place over the course of three days), the participants learned how to set realistic goals, time management, and how to cope with stress.
- April 2019, our participants had the wonderful opportunity to attend the 13th annual North Carolina Youth Summit held at the Embassy Suites in Cary. This year's theme was all about "Raising Your Game." Participants went to various workshops, led by entrepreneurs themselves, which provided them with the tools and skills they would need to become their own boss. The topics included how to decide what type of business to open, how to make it a reality, as well as how to stay motivated and successful. After the workshops, participants attended the gala, which included a dinner, talent show, dancing, a game truck, and they had the opportunity to get a henna tattoo or their caricature drawn.

Grant Recipients

Alamance County-Richmond Community Support Center	\$236,324
Montgomery County-Richmond Community Support Center	\$68,612
Moore County-Richmond Community Support Center	\$112,551
Orange County-Orange County Department of Social Services	\$271,157
Randolph County-Richmond Community Support Center	\$199,665

Success Stories

Jordan

Jordan enrolled into the WIOA NextGen program in July 2018 as a 17-year-old, homeless young adult. He enrolled in Jordan Matthews Online High School program. Jordan began to struggle with his online classes and decided to attend Randolph Community College for the HiSET/GED program. Within just a month, Jordan passed all the HiSET tests and is now at a college ready level.



Jordan also completed a Work Experience at the Habitat for Humanity Re-Store from August 2018-November 2018. His job title was a Re-Store Retail Assistant. Jordan worked up to 34 hours per week and earned \$12.00 per hour. He is very involved with leadership activities; he has attended several of our Habitat Home Community Service projects.

Jordan is a very giving and caring person that only wants what's best for anyone that he may encounter that needs assistance. He is always willing to help others. He offers other participants rides to job sites and community service projects. Jordan is an outstanding young adult that goes beyond in everything he does. Jordan has now obtained full-time employment at Loflin Fabrications earning \$10.00 per hour, plus production and averages 58 hours per week. He plans to attend Forsyth Technical Community College in October for the Electrical Lineman program in hopes of immediately finding employment in that field after completion of the program.



Alamance County NextGen Youth Summit - April 2019



Randolph NextGen Leadership Academy



Orange County NextGen Workshop

Accomplishments

- Served 109 youth customers in Program Year 2018
- 70% of youth served were low income
- 75% of the youth that participated in training/ education activity received a credential
- 100% of all youth enrollments were out-of-school youth.

Grant Recipients

Haywood County Schools	\$180,000
Southwestern Commission	\$211,746

Success Stories

Jessica

In December 2017, Jessica of Graham County, decided it was time to obtain her High School Equivalency diploma. At that time, she was 24 years old and raising two young daughters with her husband. Her goal was to be able to enter the workforce so that her husband could find work closer to Robbinsville. Jessica requested the assistance of the WIOA Youth Program to help her with transportation reimbursements, testing fees and educational and occupational counseling. Initially, Jessica was concerned about being an older student, however, with encouragement from the Tri-County Community College instructor, as well as the WIOA Youth Case Manager, she eased into the classroom. On March 29, 2018, only four months after beginning her studies, Jessica obtained her High School Equivalency diploma. On May 5, 2018, Jessica walked across the stage at Tri-County Community College in cap and gown to the delight of her family. “Crossing that stage to receive my High School Equivalency diploma was just as good as if I had graduated with my high school class.”



Jessica continued to work closely with the WIOA Youth Case Manager to determine her career goals. After exploring multiple occupational resources, she decided to enter the Pharmacy Technician program at Tri-County Community College. She completed the course, including clinicals, in December 2018. In the span of one year, Jessica went from being a high-school dropout to a trained and ready-for-work Pharmacy Technician. On March 11, 2019, she began work at Walgreens as a Pharmacy Technician.

When asked what the WIOA Youth Program meant to her during the journey into the workforce, Jessica said, “It was the extra level of support I needed above my family.” She feels strongly that because of the periodic encouragement and reminders from the WIOA Youth Case Manager of “What are you going to do next?”, she was able to make a career decision and push through the occupational training required to meet her goal of becoming a Pharmacy Technician.

Faith

Clay County resident Faith dropped out of high school at the age 17 and by age 21, was a single parent with two young children. She realized at this point in her life that she wanted more for her family. Faith decided she needed to obtain her High School Equivalency Diploma and then pursue additional education or training in order to obtain meaningful employment to provide for her family. In less than six months, Faith would go from being a high school drop out to full-time employment as a Certified Nursing Assistant.



In October 2018, Faith returned to the classroom for GED instruction and applied for the WIOA Youth Program for assistance with certain expenses such as testing fees and transportation. With the supportive and counseling services of WIOA, along with a lot of hard work on her part, Faith earned her High School Equivalency Diploma on December 5, 2018. “I always told my momma I could not have done it without WIOA. I needed someone to push me.”

In January 2019 while still in the WIOA Youth Program, Faith began the Nursing Aide 1 training course at Tri-County Community College and by March 28 was listed on the North Carolina Nurse Aide I Registry. She now works full-time as a CNA at Clay County Care Center in Hayesville. She is passionate about caring for her patients and enjoys bringing smiles to their faces. Faith is currently considering the pursuit of additional education to further her career.

Accomplishments

- Served 150 youth customers in Program Year 2018
- 80 New Enrollments
- 18 participants attained an Associate's of Arts or Associate's of Science Degree
- 12 participants attained a High School Equivalency, General Equivalency, or a High School Diploma
- 46 were placed in Paid/Unpaid Work Experience with 37 Internships, 3 Job Shadows, and 6 On-the-Job Trainings
- 47 Enrolled in Occupational Skills Training as postsecondary curriculum or continuing education students

Grant Recipients

Two Hawk Workforce Services	\$374,483
Harnett County Department of Workforce Development	\$481,243

Success Stories

Terence

When Terence first enrolled into the WIOA Youth Program through the Harnett County Workforce Development office in Lillington, NC, he had low grades, needed soft skills for the workplace and lacked both social and leadership skills.

Since his enrollment, Terence has improved tremendously. He attended a series of tutoring sessions and has alleviated his deficiencies in reading and math. He was also able to raise his GPA significantly and plans to graduate from Harnett Central High School on the "Future Ready" core track in June 2019.

Through attending Leadership Development and Financial Literacy activities, Terence gained the valuable life, social, and teamwork skills he needed for success. By completing a Work Experience opportunity with Harnett County Parks and Recreation, Terence gained several important soft skills including dependability,

having a positive attitude, eagerness, initiative, appropriate workplace appearance, and building relationships with co-workers. Terence has even completed a handful of community service projects to include road side clean up, replenishing local food pantry, and distributing food boxes to the less fortunate.

Terence's educational and career goals include enlisting in the military and earning a post-secondary degree in gaming design or computer programming after he earns his high school diploma next June.



Left to Right: Terence was presented his Outstanding In-School Youth Award from TSWDB Member Carolyn Blue at the 2018 TSWDB Awards Banquet.

Shareka

Shareka came to the WIOA Youth Program at the Harnett County Department of Workforce Development in Lillington as a 20-year-old single mom who was basic skills deficient in both reading and math. She was determined to earn a post-secondary degree and work in a career field that would allow her to provide a better life for herself, and her child.

Shareka enrolled into school at Central Carolina Community College (CCCC) to pursue an Associate's Degree in Medical Office Administration.

Throughout her time at CCCC, Shareka was an active youth program participant, and successfully completed leadership development activities, community service projects, financial literacy workshops, pre-employment training, and a Paid Work Experience opportunity. She even completed the National Career Readiness Certificate Course and obtained a silver certificate. When asked to nominate someone for the 2018 Outstanding WIOA Youth Award from Triangle South Workforce Development Board, her case manager, Anitra Hart, instantly knew that Shareka was who she wanted to nominate for this award. Concerning Shareka, Anitra wrote, "Shareka should be selected to receive this award because she has demonstrated determination, hard work and perseverance in accomplishing her goals. Shareka has become a leader amongst her peers and is dedicated to engaging in community service projects to serve her community."

In 2018, Shareka earned her Associate's Degree and is currently employed full time as a Medical Office Assistant at UNC Family Medicine earning sustainable wages. She plans to continue her Career Pathway and eventually become a Medical Office Manager.



Shareka was presented with the 2018 Outstanding WIOA Out-of-School Youth award at the TSWDB Awards Banquet from Jim Roberts, a TSWDB Member from Harnett County.

Rosetta and Alexis

This spring, Sampson Community College awarded degrees to two members of the same family, a grandmother, and her granddaughter. Rosetta, a WIOA Adult Program participant from Clinton, NC, earned her degree in Early Childhood Education at the Sampson Community College Spring 2019 Commencement Ceremony. Rosetta's granddaughter, Alexis, is a NCWorks NextGen participant who earned her degree in Human Services Technology.



Left to Right: WIOA Adult Program participant Rosetta and her granddaughter, NCWorks NextGen program participant Alexis. Both are Sampson County Residents.

Accomplishments

- Served 281 youth customers in Program Year 2018
- NextGen Career Service Participants completed training or volunteered in the following activities:
 - Universe of Stories Summer Reading Program
 - Entrepreneurship Training & Promoting Your Business
 - Toys for Tots toy drive
 - Albermarle Food Bank (collection and distribution)

Grant Recipients

Rocky Mount Opportunities & Industrialization Center	\$578,632
Choanoke Area Development Association, Inc.	\$246,992
Cooperative Ext Service of Halifax County	\$95,962
Weldon City Schools	\$66,640
Opportunities & Industrialization Center of Wilson County	\$312,071

Success Stories

Lakara

Lakara enrolled in the NextGen Career Services at the age of 16. She had recently been the target of a series of horrific acts of bullying at school. Multiple conferences at school failed to prevent further acts of violence against Lakara. It was at this time that Lakara and her mother came to

the difficult conclusion that it was best if she no longer attended this school. However, due to her family's limited resources transporting Lakara to another school district was not an option. When a school counselor learned of Lakara's plan to leave school she referred her to the NextGen program at Halifax County Cooperative Extension Service. There she met with Debra James, NextGen case manager. Upon enrolling in the program, it became abundantly clear that Lakara was extremely bright and possessed maturity and leadership skills beyond her age, but due to the traumatic events she experienced in school she was frightfully shy. She quickly attained her high school equivalent diploma. While also attending classes, Lakara received work experience training at A Catered Affair. Upon successful conclusion of her training, Lakara was hired part-time. She also received leadership development training to improve her self-esteem. Through constant positive stimulation and program support, Lakara grew as a person and a leader. She was recognized as the Student of the Year by the Halifax County Cooperative Extension Service, for



all her accomplishments as well as being a leader. Lakara has since enrolled in Halifax Community College where she plans to pursue a degree in business in hopes of starting her own business in the future. Recently she was hired by Hardee's of Rocky Mount where she is Crew Leader and is receiving advanced training to become a store manager. Through her enrollment in the NextGen Career Services program, Lakara was able to obtain her driver's license, a career opportunity, enroll in college, as well as help others.



NextGen Toys for Tots Drive - Weldon High School



NextGen Resource Job Fair - Halifax Community College



NextGen Leadership Academy - Rocky Mount OIC

Accomplishments

- Served 106 youth customers in Program Year 2018
- Regional Youth Summit hosted at Hickory Crawdads Stadium included a tour of the baseball facility and a marketing activity in the afternoon.
- Received an Enhancement Grant which enabled us to offer more paid internships than our program funds would allow, and these were targeted toward our Career Pathways in our local area including manufacturing, construction, healthcare and transportation.
- Trained youth staff on Working Smart. Offered a class in June and had 10 students. All students completed the class successfully.

Grant Recipients

Ross Innovative Employment Services

\$624,044

Success Stories

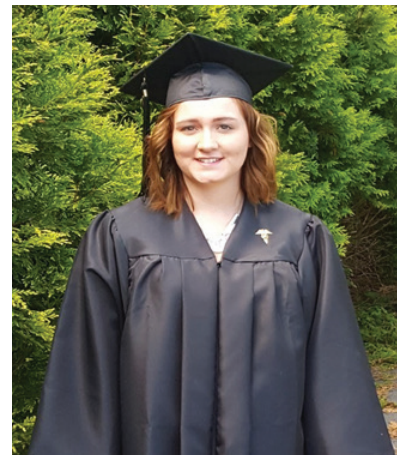
Hussein

Hussein came to the local NCWorks Career Center and met with a NextGen Career Advisor with aspirations to become an engineer. NextGen Career Advisors assisted Hussein with enrolling into the Mechatronics Fundamentals training at Catawba Valley Community College (CVCC). With the help of Sherrill Furniture Companies, we were able to connect Hussein with some valuable experience working alongside engineers and the maintenance teams at one of their facilities, with pay! Now, Hussein is pursuing his Associate's Degree in Engineering through CVCC with his NextGen scholarship package! Follow us on Facebook to see how other students are climbing their career ladders with NCWorks NextGen program!!



Kayla

Kayla was referred to NCWorks for scholarship services in December 2016. Kayla came to the NCWorks Career Center to inquire about scholarship opportunities as she had just recently graduated from high school and wanted to gain a certification to help her on her career journey. Kayla was a young mother and was balancing a full-time fast food job and raising a child but she knew that she wanted more out of her career. Kayla was enrolled in the NextGen Youth program in January 2017 and was provided financial assistance to pay for



class and the tools of the trade required to complete her Certified Nursing Assistant certification. After the class ended Kayla realized her love for healthcare and decided to pursue her degree in Medical Office Assisting from Wilkes Community College. Kayla attended classes for 2 years and she just recently graduated from the program on May 14, 2019 and made the Dean's list. Kayla was provided supportive services such as daycare and mileage assistance, so that she could successfully attend and complete all her classes. Kayla was also able to participate in our youth internship program where she was awarded a paid internship work at the Alexander County Public Health office. The staff and Director at the Alexander Health Department praised Kayla on her great attitude and strong work ethic. Through her paid internship, Kayla was able to get hands on work experience where she could apply the skills she was learning in class. Not only did Kayla strengthen her resume, but the skills and experience she learned in her paid internship helped prepare her for the next steps on her career pathway. Kayla was offered a job at Robbins Medical Center in Lenoir, NC and began working there the week following her graduation. Kayla has been an absolute pleasure to work with and it has been so amazing to watch her grow from a young mother making minimum wage to a confident and successful college graduate beginning her healthcare career.



Each year Catawba Valley Health Systems hosts a High School Health Careers Summer Internship Program. The program is designed to recruit, educate, and prepare high school students for careers in the health professions. Activities include 70 contact hours of presentations, tours/observations, and clinical internship experiences. Specifically, the program's aim is to identify a select group of eleventh through twelfth grade high school students who have an interest in, and academic potential for, a career in health sciences. The NCWorks NextGen advisor, Caleb Crow, is pictured helping provide these young people with job-getting and job keeping information. NCWorks NextGen is proud to participate in this internship annually.

Youth Expenditures

All Workforce Development Boards - July 2018 - June 2019

All Workforce Development Boards											
Operating Costs	Total Operating Expenditures										
	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area
	Cape Fear	Capital Area	Centralina	Charlotte Works	Cumberland	Davidson Works	Durham	Eastern Carolina	Gaston	Guilford	High Country
	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)
Direct Salaries	\$367,222.89	\$792,867.77	\$745,976.50	\$908,163.84	\$329,918.20	\$177,577.12	\$252,659.43	\$360,892.40	\$179,921.19	\$540,607.21	\$242,748.01
Fringe Benefits	\$122,747.60	\$216,729.43	\$228,382.27	\$238,821.69	\$86,908.83	\$64,027.85	\$77,002.50	\$130,874.57	\$65,951.06	\$143,265.97	\$63,022.55
Indirect Costs	\$63,284.52	-\$1,713.17	\$232,812.73	\$123,513.56	\$69,241.44	\$0.00	\$6,906.40	\$40,093.73		\$76,687.17	\$60,563.04
Staff Travel Expenses	\$14,624.70	\$27,804.33	\$16,320.73	\$16,313.07	\$32,175.66	\$2,872.68	\$11,738.92	\$20,754.67	\$1,778.99	\$10,961.42	\$6,399.48
Staff Training	\$3,345.50	\$12,173.90	\$11,642.51	\$10,734.84	\$3,182.14	\$0.00	\$3,873.51	\$0.00	\$235.00	\$8,136.24	\$0.00
Advertising & Public Relations	\$332.64	\$889.71	\$4,328.65	\$6,878.80	\$403.05	\$0.00	\$0.00	\$0.00	\$0.00	\$140.98	\$4,230.66
Printing & Publications	\$1,196.28	\$994.67	\$1,847.46	\$605.96	\$1,973.92	\$0.00	\$1,067.06	\$0.00	\$1,115.74	\$1,706.86	\$240.78
Meeting Related Expenses	\$917.40	-\$2,099.47	\$1,834.00	\$0.00	\$2,537.39	\$730.91	\$2,368.47	\$558.04		\$1,823.00	\$1,110.31
Materials, Supplies, & Postage	\$7,263.10	\$2,853.24	\$9,140.15	\$19,203.48	\$10,005.36	\$1,331.11	\$803.45	\$4,780.46	\$195.31	\$10,058.41	\$2,370.01
Insurance	\$1,957.22	\$0.00	\$5,087.89	\$4,005.44	\$1,617.19	\$0.00	\$0.00	\$0.00		\$216.51	
Occupancy Costs - Lease/Utilities	\$45,871.23	\$139,768.53	\$0.00	\$29,844.00	\$6,496.69	\$6,922.83	\$30,000.00	\$4,062.51		\$37,910.45	\$58,386.37
Equipment	\$0.00	\$16,951.76	\$0.00	\$2,418.35	\$486.00	\$6,802.45	\$0.00			\$20,525.45	\$1,877.27
Communications	\$3,167.83	\$2,519.46	\$7,984.15	\$11,030.21	\$1,272.15	\$2,426.21	\$5,227.63		\$2,395.98	\$3,730.84	\$0.00
Subscriptions & Dues	\$1,088.33	\$6,962.18	\$4,430.13	\$40.00	\$1,684.19	\$306.00	\$1,566.67			\$1,124.39	\$1,887.55
Profit	\$0.00	\$0.00	\$85,833.00	\$62,034.00	\$62,656.97					\$36,000.00	\$5,783.98
Other - Program Costs		\$0.00	\$1,046.64	\$5,248.69	\$3,344.35	\$1,900.00			-\$58.46	\$354.75	
Other - Prof. Services/IT/Contract Labor		\$3,462.97								\$1,238.98	\$13,901.93
Other - Audit Costs	\$5,793.57		\$1,138.29		\$12,792.70						
Other - Admin Alloc to Program	\$18,602.88							\$11,258.66			
Total Staff Costs	\$657,415.70	\$1,220,165.30	\$1,357,805.10	\$1,438,855.93	\$626,696.23	\$264,897.16	\$393,214.04	\$573,275.04	\$251,534.81	\$894,488.63	\$462,521.94

Participant Training Costs	Total Participant Training Costs										
	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area
	Cape Fear	Capital Area	Centralina	Charlotte Works	Cumberland	Davidson Works	Durham	Eastern Carolina	Gaston	Guilford	High Country
	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)
OJT Wages Reimbursement	\$7,058.76	\$47,709.22	\$17,029.65	\$0.00	\$4,695.75	\$0.00	\$35,000.00	\$8,166.80			\$3,951.74
Internship & Work Experience Wages & Fringe Benefits	\$43,686.93	\$288,593.14	\$87,689.91	\$403,494.62	\$92,560.98	\$35,748.01	\$107,801.58	\$293,628.55	\$73,347.03	\$142,483.06	\$102,867.97
Class Size Training	\$0.00	\$0.00	\$37,735.87	\$0.00	\$0.00	\$0.00	\$35,000.00	\$0.00			\$0.00
Supplies (Books, Uniforms, and Other Training Supplies)	\$7,114.36	\$0.00	\$3,695.92	\$0.00	\$0.00	\$0.00	\$2,321.56	\$72,328.13		\$2,724.73	\$0.00
Individual Training Accounts (ITAs)/Scholarships	\$7,577.18	\$36,350.58	\$0.00	\$110,255.15	\$40,270.38	\$4,183.95	\$15,917.33	\$0.00	\$9,748.63	\$37,273.87	\$24,203.45
Participant Incentives	\$0.00	\$0.00	\$2,250.00	\$18,701.49		\$2,876.57	\$1,500.00	\$650.00	\$79.94	\$400.00	\$3,724.92
Supportive Services	\$2,915.97	\$30,549.85	\$8,229.13	\$112,150.00	\$23,009.32	\$0.00	\$3,035.44	\$8,387.74	\$25,930.34	\$7,822.72	\$2,555.68
Insurance	\$0.00	\$0.00	\$0.00	\$0.00		\$35.00					
Other - Transportation		\$17,898.68							\$1,617.00		
Other - Tutoring											
Other - Program Costs	\$2,875.40	\$214,712.84	\$4,350.36	\$138,157.30				\$52.50	\$2,494.72		
Other - Disallowed Costs											
Total Participant Costs	\$71,228.60	\$635,814.31	\$160,980.84	\$782,758.56	\$160,536.43	\$42,843.53	\$200,575.91	\$383,213.72	\$113,217.66	\$190,704.38	\$137,303.76

Total Expenditures	Total Operating and Participant Training Expenditures										
	Cape Fear	Capital Area	Centralina	Charlotte Works	Cumberland	Davidson Works	Durham	Eastern Carolina	Gaston	Guilford	High Country
	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)
	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)
Total Operating Costs	\$657,415.70	\$1,220,165.30	\$1,357,805.10	\$1,438,855.93	\$626,696.23	\$264,897.16	\$393,214.04	\$573,275.04	\$251,534.81	\$894,488.63	\$462,521.94
Total Participant Costs	\$71,228.60	\$635,814.31	\$160,980.84	\$782,758.56	\$160,536.43	\$42,843.53	\$200,575.91	\$383,213.72	\$113,217.66	\$190,704.38	\$137,303.76
Grand Total	\$728,644.30	\$1,855,979.61	\$1,518,785.94	\$2,221,614.49	\$787,232.66	\$307,740.69	\$593,789.95	\$956,488.76	\$364,752.47	\$1,085,193.01	\$599,825.70

Summary Totals		Operating Costs		Participant Training Costs		Total	
Grand Total - Expenditures		\$14,915,791.49		\$5,585,284.95		\$20,501,076.44	

Training Expenditures	
Total of All Participant Training Expenditures	\$5,585,284.95
Training Expenditures as a Percentage of Total Expenditures	27.24%

Work-based Learning Expenditures	
Total of All Work-based Learning Expenditures	\$4,588,856.25
Work-based Learning Expenditures as a Percentage of Total Expenditures	22.4%

Note: Work-based Learning is a subset of Training Expenditures and consists of the OJT Wages Reimbursement and Internship & Work Experience Wages & Fringe Benefits expenditure categories. Does not reflect staffing costs associated with Work-based Learning opportunities (+2%-5% more).

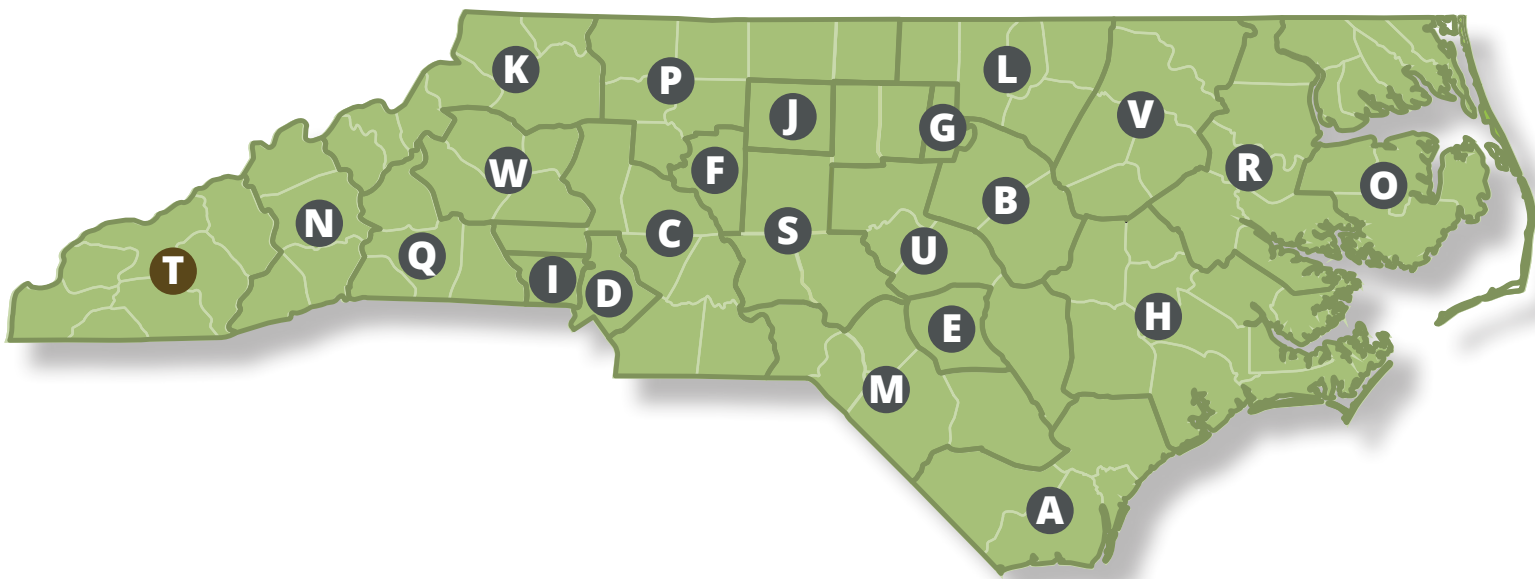
July 2018 - June 2019

Total Operating Expenditures												Total of All Columns (Administrative & Programmatic)
Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	
Kerr Tar	Lumber River	Mountain Area	Northeastern	Piedmont Triad	Region C	Region Q	Regional Partnership	Southwestern	Triangle South	Turning Point	Western Piedmont	
Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)
\$241,362.44	\$438,852.12	\$306,397.25	\$197,091.86	\$556,622.55	\$191,781.43	\$293,678.82	\$483,210.56	\$158,771.89	\$312,601.26	\$659,829.00	\$173,115.91	\$8,911,869.65
\$87,778.41	\$144,901.73	\$115,965.48	\$50,930.23	\$203,364.61	\$70,413.29	\$55,917.20	\$132,929.37	\$71,569.10	\$90,653.24	\$175,620.00	\$45,991.18	\$2,683,768.16
\$64,849.73	\$10,844.39	\$14,781.67	\$60,679.06	\$96,500.19	\$37,546.63	\$79,364.34	\$0.00	\$37,828.56	\$10,417.04	\$0.00	\$37,441.22	\$1,121,642.25
\$7,268.15	\$24,498.44	\$10,819.66	\$13,105.75	\$16,191.11	\$8,895.56	\$13,972.10	\$17,515.97	\$9,588.72	\$11,073.89	\$36,733.00	\$7,310.04	\$338,717.04
\$0.00	\$2,614.19	\$1,035.22	\$814.63	\$14,110.40	\$118.54	\$7,479.94	\$15,085.41	\$466.66	\$0.00	\$7,979.00	\$0.00	\$103,027.63
\$0.00	\$408.09	\$455.50	\$4,191.17	\$7,623.95	\$506.68	\$2,875.17	\$1,933.57	\$198.77	\$363.70	\$0.00	\$0.00	\$35,761.09
\$120.30	\$128.30	\$0.00	\$92.35	\$2,852.03	\$0.00	\$1,914.96	\$595.63	\$2,267.69	\$0.00	\$0.00	\$0.00	\$18,719.99
\$0.00	\$18,288.60	\$2,433.87	\$11,569.11	\$6,382.35	\$511.25	\$690.28	\$3,785.79	\$754.86	\$89.97	\$0.00	\$0.00	\$54,286.13
\$0.00	\$36,697.05	\$6,913.15	\$5,886.16	\$14,580.99	\$21.50	\$19,992.11	\$9,142.42	\$14,256.57	\$7,077.55	\$9,466.00	\$0.00	\$192,037.57
\$0.00	\$0.00		\$0.00	\$2,107.81	\$943.00	\$3,857.36	\$6,917.12	\$288.80	\$76.00	\$6,125.00	\$0.00	\$33,199.34
\$975.35	\$15,284.17		\$0.00	\$45,616.84	\$1,404.22	\$9,002.02	\$38,243.00	\$6,247.01	\$6,989.54	\$84,194.00	\$6,661.30	\$573,880.06
\$679.00	\$9,611.48	\$116.06	\$10,757.80	\$0.00	\$3,808.53	\$0.00	\$122.80	\$0.00	\$3,226.69	\$0.00	\$0.00	\$77,383.64
\$0.00	\$0.00		\$4,466.55	\$8,132.99	\$2,028.76	\$1,103.67	\$4,887.33	\$1,792.72	\$2,214.01	\$2,513.00		\$66,893.49
\$2,781.34	\$0.00	\$1,179.02		\$2,746.37	\$754.32	\$5,369.87	\$5,606.65	\$4,236.84	\$111.28			\$41,875.14
									\$16,763.25		\$19,800.54	\$288,871.74
	\$51,809.94		\$950.55	\$8,213.72	\$31.63		\$1,472.67	\$130.01	\$200.00	\$51,890.00		\$126,534.49
\$888.14				\$1,282.61	\$156.02	\$5,566.56		\$24.00			\$3,399.57	\$29,920.78
		\$1,180.60			\$496.33		\$7,896.23	\$1,833.37				\$31,131.09
	\$49,135.37										\$107,275.30	\$186,272.21
\$406,702.86	\$803,073.87	\$461,277.48	\$360,535.22	\$986,328.52	\$319,417.69	\$500,784.40	\$729,344.52	\$310,255.57	\$461,857.42	\$1,034,349.00	\$400,995.06	\$14,915,791.49

Total Participant Training Costs												Total of All Columns (Administrative & Programmatic)
Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	
Kerr Tar	Lumber River	Mountain Area	Northeastern	Piedmont Triad	Region C	Region Q	Regional Partnership	Southwestern	Triangle South	Turning Point	Western Piedmont	
Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)
\$260.37	\$27,043.29		\$4,502.40			\$8,868.20	\$14,109.01	\$0.00	\$15,704.54			\$194,099.73
\$62,848.92	\$483,064.60	\$108,723.62	\$83,087.35	\$249,709.41	\$120,317.35	\$212,752.59	\$84,308.68	\$59,901.86	\$30,770.07	\$254,233.00	\$144,286.33	\$3,565,905.56
\$0.00	\$0.00		\$0.00	\$2,701.81	\$0.00	\$0.00	\$0.00	\$1,613.77	\$0.00	\$0.00	\$0.00	\$77,051.45
\$0.00	\$3,719.40	\$9,166.95	\$15,495.46	\$0.00	\$542.87	\$2,952.04	\$84,571.80	\$1,949.78	\$2,774.79	\$9,477.00	\$0.00	\$218,834.79
\$8,832.43	\$20,144.63	\$10,460.15	\$27,081.80	\$26,710.09	\$28,052.77	\$959.88	\$6,449.35	\$0.00	\$67,786.94	\$0.00	\$50,706.16	\$532,964.72
\$0.00	\$1,012.00		\$0.00	\$1,163.75	\$16,945.00	\$2,000.00	\$780.00	\$4,800.00	\$1,743.00	\$9,154.00	\$0.00	\$67,780.67
\$9,220.99	\$18,129.70	\$25,568.05	\$31,554.43	\$25,416.21	\$12,154.64	\$6,220.86	\$35,882.31	\$7,721.69	\$27,129.28	\$11,407.00	\$39,144.17	\$474,135.52
							\$149.53	\$0.00				\$184.53
	\$14,740.16									\$16,916.00		\$51,171.84
			\$2,030.35									\$2,030.35
\$21,767.19	\$10,451.14		\$4,336.93					\$2,320.95		\$7,422.00		\$408,941.33
						\$-7,815.54						\$-7,815.54
\$102,929.90	\$578,304.92	\$153,918.77	\$168,088.72	\$305,701.27	\$178,012.63	\$225,938.03	\$226,250.68	\$78,308.05	\$145,908.62	\$308,609.00	\$234,136.66	\$5,585,284.95

Total Operating and Participant Training Expenditures												Total
Kerr Tar	Lumber River	Mountain Area	Northeastern	Piedmont Triad	Region C	Region Q	Regional Partnership	Southwestern	Triangle South	Turning Point	Western Piedmont	
\$406,702.86	\$803,073.87	\$461,277.48	\$360,535.22	\$986,328.52	\$319,417.69	\$500,784.40	\$729,344.52	\$310,255.57	\$461,857.42	\$1,034,349.00	\$400,995.06	\$14,915,791.49
\$102,929.90	\$578,304.92	\$153,918.77	\$168,088.72	\$305,701.27	\$178,012.63	\$225,938.03	\$226,250.68	\$78,308.05	\$145,908.62	\$308,609.00	\$234,136.66	\$5,585,284.95
\$509,632.76	\$1,381,378.79	\$615,196.25	\$528,623.94	\$1,292,029.79	\$497,430.32	\$726,722.43	\$955,595.20	\$388,563.62	\$607,766.04	\$1,342,958.00	\$635,131.72	\$20,501,076.44

North Carolina Workforce



A Cape Fear Workforce Development Board
Brunswick, Columbus, New Hanover, Pender

B Capital Area Workforce Development Board
Johnston, Wake

C Centralina Workforce Development Board
Anson, Cabarrus, Iredell, Lincoln, Rowan, Stanly, Union

D Charlotte Works Workforce Development Board
Mecklenburg

E Cumberland County Workforce Development Board
Cumberland

F DavidsonWorks Workforce Development Board
Davidson

G Durham Workforce Development Board
Durham

H Eastern Carolina Workforce Development Board
Carteret, Craven, Duplin, Greene, Jones, Lenoir, Onslow, Pamlico, Wayne

Development Boards



I **Gaston County Workforce Development Board**
Gaston

J **Guilford County Workforce Development Board**
Guilford

K **High Country Workforce Development Board**
Alleghany, Ashe, Avery, Mitchell, Watauga,
Wilkes, Yancey

L **Kerr-Tar Workforce Development Board**
Franklin, Granville, Person, Vance, Warren

M **Lumber River Workforce Development Board**
Bladen, Hoke, Richmond, Robeson, Scotland

N **Mountain Area Workforce Development Board**
Buncombe, Henderson, Madison, Transylvania

O **Northeastern Workforce Development Board**
Camden, Chowan, Currituck, Dare, Gates,
Hyde, Pasquotank, Perquimans, Tyrrell,
Washington

P **Piedmont Triad Regional Workforce Development Board**
Caswell, Davie, Forsyth, Rockingham, Stokes,
Surry, Yadkin

Q **Region C Workforce Development Board**
Cleveland, McDowell, Polk, Rutherford

R **Region Q Workforce Development Board**
Beaufort, Bertie, Hertford, Martin, Pitt

S **Regional Partnership Workforce Development Board**
Alamance, Montgomery, Moore, Orange,
Randolph

T **Southwestern Workforce Development Board**
Cherokee, Clay, Graham, Haywood, Jackson,
Macon, Swain

U **Triangle South Workforce Development Board**
Chatham, Harnett, Lee, Sampson

V **Turning Point Workforce Development Board**
Edgecombe, Halifax, Nash, Northampton,
Wilson

W **Western Piedmont Workforce Development Board**
Alexander, Burke, Caldwell, Catawba

North Carolina Workforce Board Chairs & Directors

All North Carolina Workforce Development Boards are comprised of at least 51 percent private sector members that represent a multitude of businesses – small local companies to large global corporations. Together with these local businesses, we create a workforce ready to meet the demanding needs of the local area, providing value for the growing economy.

Cape Fear Workforce Development Board

[Brunswick, Columbus, New Hanover, Pender](#)

- Workforce Development Board Chair: Jim Kornegay, Vice President and Owner Lynda's Play and Learn Too, Inc.
- Executive Director: Ginger Brick

Capital Area Workforce Development Board

[Johnston, Wake](#)

- Workforce Development Board Chair: Stephen Miller, HR Business Partner, Novo Nordisk Pharmaceutical Industries, Inc.
- Executive Director: Pat E. Sturdivant

Centralina Workforce Development Board

[Anson, Cabarrus, Iredell, Lincoln, Rowan, Stanly, Union](#)

- Workforce Development Board Chair: Reinaldo Panico Peres, President/CEO No Borders Consulting Group
- Executive Director: David Hollars

Charlotte Works Workforce Development Board

[Mecklenburg](#)

- Workforce Development Board Chair: Chris Payton, Senior VP, Global Talent Acquisition, Bank of America
- Executive Director: Danielle Frazier

Cumberland County Workforce Development Board

[Cumberland](#)

- Workforce Development Board Chair: Dina Simcox, Assistant General Manager, Cross Creek Mall
- Executive Director: Nedra Rodriguez

Davidson Works Workforce Development Board

[Davidson](#)

- Workforce Development Board Chair: Neal Grimes, President/Owner, Pallet Resource of NC
- Executive Director: Pam Walton

Durham Workforce Development Board

[Durham](#)

- Workforce Development Board Chair: Paul Grantham, Assistant Vice President, Communication Services, Duke University Health System
- Executive Director: Andre Pettigrew

Eastern Carolina Workforce Development Board

[Carteret, Craven, Duplin, Greene, Jones, Lenoir, Onslow, Pamlico, Wayne](#)

- Workforce Development Board Chair: Carla Byrnes, Owner, B & B Yacht Designs
- Executive Director: Tammy Childers

Gaston County Workforce Development Board

[Gaston](#)

- Workforce Development Board Chair: Larry Garland, Owner, Charlotte Paint Co.
- Executive Director: Angela Karchmer

Guilford Workforce Development Board

[Guilford](#)

- Workforce Development Board Chair: Harley Garrison, Chief Executive Officer, Starr Electric Company, Inc.
- Executive Director: Chris Rivera

High Country Workforce Development Board

Alleghany, Ashe, Avery, Mitchell, Watauga, Wilkes, Yancey

- Workforce Development Board Chair: Bryan Peterson, Human Resources Manager, Altec Industries
- Executive Director: Keith Deveraux

Kerr Tar Workforce Development Board

Franklin, Granville, Person, Vance, Warren

- Workforce Development Board Chair: Derrick Sims, Safety Manager, US Flue Cured Tobacco
- Executive Director: Vincent Gilreath

Lumber River Workforce Development Board

Bladen, Hoke, Richmond, Robeson, Scotland

- Workforce Development Board Chair: Jay Todd, Chief Financial Officer, Service Thread Manufacturing
- Executive Director: Patricia Hammonds

Mountain Area Workforce Development Board

Buncombe, Henderson, Madison, Transylvania

- Workforce Development Board Chair: Abraham Pallas, Owner and Manager, The Broomfield Inn
- Executive Director: Nathan Ramsey

Northeastern Workforce Development Board

Camden, Chowan, Currituck, Dare, Gates, Hyde, Pasquotank, Perquimans, Tyrrell, Washington

- Workforce Development Board Chair: Zach Bray, Manager of Technical Services Albemarle Electric Membership Corporation
- Executive Director: David Whitmer

Piedmont Triad Regional Workforce Development Board

Caswell, Davie, Forsyth, Rockingham, Surry, Stokes, Yadkin

- Workforce Development Board Chair: Darren Poole, Vice President & Chief Safety Officer EVO Corporation
- Executive Director: Wendy Walker Fox

Region C Workforce Development Board

Cleveland, McDowell, Polk, Rutherford

- Workforce Development Board Chair: David Pharr, President, Pharr Technologies
- Executive Director: Steve Lockett

Region Q Workforce Development Board

Beaufort, Bertie, Hertford, Martin, Pitt

- Workforce Development Board Chair: Jenny Brown, Human Resources Manager, Vidant-Beaufort
- Executive Director: Jennie Bowen

Regional Partnership Workforce Development Board

Alamance, Montgomery, Moore, Orange, Randolph

- Workforce Development Board Chair: Randy Perkins, Owner, Prime Personnel Resources, Inc.
- Executive Director: Tammy Wall

Southwestern Workforce Development Board

Clay, Graham, Haywood, Macon, Jackson, Swain, Cherokee

- Workforce Development Board Chair: Dennis Myers, Work Adjustment Coordinator, Industrial Opportunities, Inc.
- Executive Director: David Garrett

Triangle South Workforce Development Board

Chatham, Harnett, Lee and Sampson

- Workforce Development Board Chair: Russell Hieb, Russell Hieb Management Consultant
- Executive Director: Rosalind Cross

Turning Point Workforce Development Board

Edgecombe, Nash, Halifax, Northampton, Wilson

- Workforce Development Board Chair: Clinton Williams, Owner, CW Counseling Services
- Executive Director: Michael Williams

Western Piedmont Workforce Development Board

Burke, Caldwell, Alexander, Catawba

- Workforce Development Board Chair: Marty Water, President/Owner, Metal X USA
- Executive Director: Wendy Johnson

North Carolina Association of Workforce Development Boards (NCAWDB) Officers

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